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LINK Perspective

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Career Magazine for the Navy Professional



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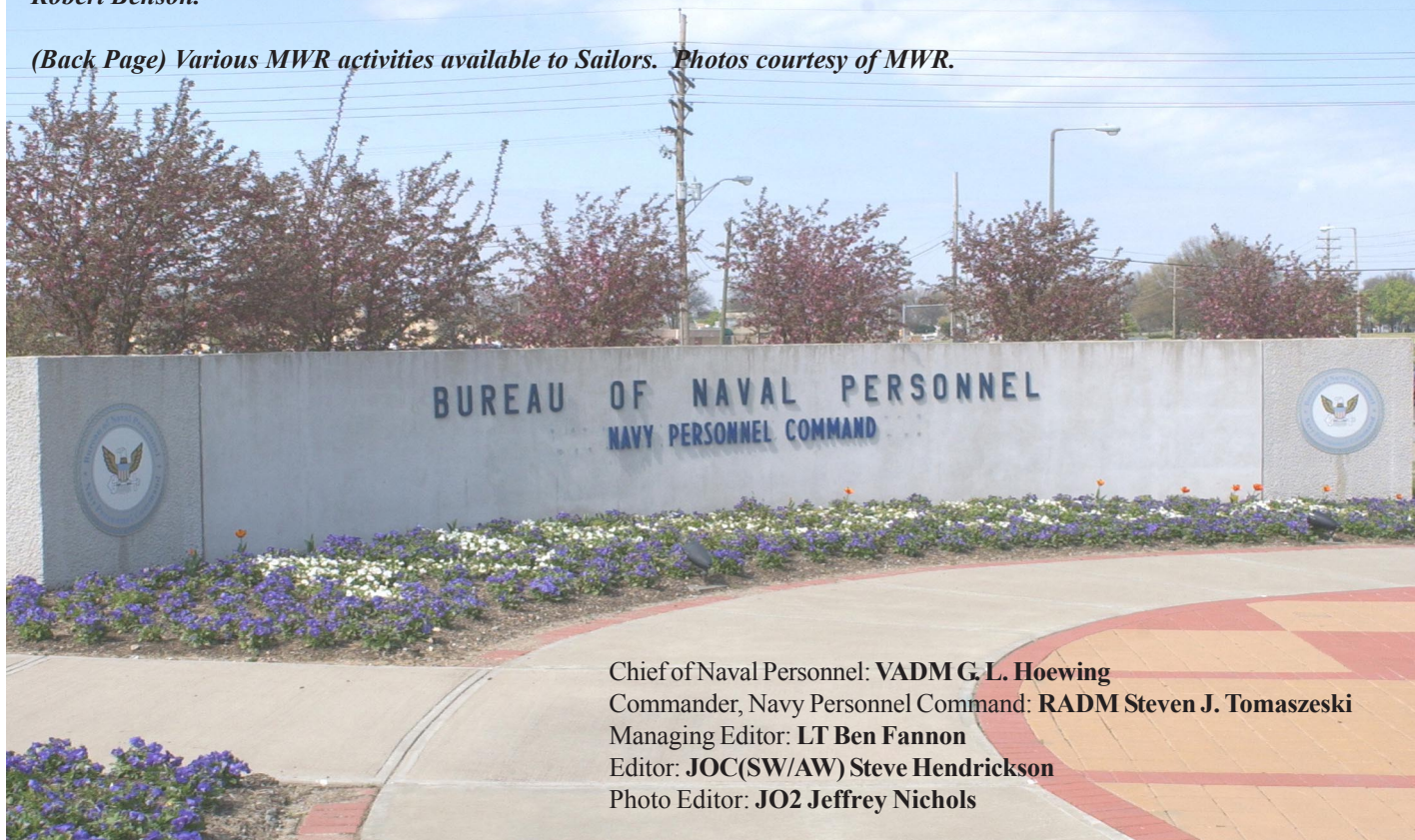
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Art Credit : (Cover) At sea aboard USS Mount Whitney (LCC/JCC 20) Dec. 18, 2002 -- Sailors aboard the amphibious command ship (ETC Frank Bauman, left, and HMC Donna Townsend, right) work overtime to move over 100 pallets of supplies that they received during a vertical replenishment in the Gulf of Aden. The ship is in the Horn of Africa region participating in Operation Enduring Freedom and the continuing war on Terrorism. U.S. Navy photo by Chief Journalist Robert Benson.

(Back Page) Various MWR activities available to Sailors. Photos courtesy of MWR.



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Link/Perspective is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Link/Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Link/Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Shipmates,

From a Naval Personnel standpoint, 2002 was an incredibly successful year. Recruiting extended their record streak of making 17 consecutive monthly goals, and retention rates attained unprecedented heights. Among eligible Sailors with less than six years of service, 58.7 percent reenlisted — up 1.0 percent from 2001. For Sailors with six to 10 years, 74.5 percent reenlisted, up 5.4 points, and 87.4 percent of our 10 to 14 year veterans resigned, up 2.5 percent. The benefits worked and fought for by our leadership, from your commanders to your Commander-in-Chief, along with the undeniably important work you are asked to carry out, continues to make our Navy the place to be.

As I write, our Naval forces continue to impact and influence the global war on terrorism, and prepare for possible action in Iraq. It is, indeed, an exciting time to be in the service of our country.

As the combat veterans at your command can attest, wartime defines dynamic environment. We have already seen battle groups sail early and others reverse course to steam to a position of decisive influence rather than returning home. While the decision to deploy our assets is never made lightly — by our President, the Secretaries of Defense and the Navy, and our Chief of Naval Operations — it is a testament to both your importance and consequence to national security that you sail in harm's way.

Among our many genuine heroes, as those of you “on watch” can attest, are our Naval Reserve personnel who have augmented the Fleet's critical needs. Nearly 10,000 well-trained, dedicated Naval Reservists left their families and civilian jobs behind in the weeks following the 9/11 attacks. More than half of these patriots have been replenished or remain deployed to this day. And many more may be ordered to bring their sea warrior skills to bear in the near future. The complete integration of our Naval Reserve Forces into the Fleet has never been more effective. I experienced this in my Battle Group last year. And this “One Navy Welcome” to the fight has extended to their widely dispersed families. That's impressive ... and appreciated.

While the Fleets provide you with the equipment and weapons to carry out the mission, Navy Personnel Command will focus on your well-being, your career and your family's support. Printed over the next seven pages of this publication is the CNO's Guidance for 2003, which reflects Admiral Clark's blueprint for continued success. Within this is contained *the vision for your career management* in a program called **Sea Warrior**. I also invite you to look for an extensive discussion of **Sea Warrior** in a spring edition of Proceedings magazine (perhaps March).

In short, **Sea Warrior** blends the successful initiatives of Project SAIL and Task Force Excel, as well as other aspects of personnel development and training, into a single focused system for detailing Sailors into the right billets at the beginning of their career. **Sea Warrior** continues to train and promote Sailors — and possibly move them into other ratings or designators — with the ultimate benefit being the enhanced mission readiness that our nation and our Navy require and expect of us. We'll take care of you, so you can take care of business. Or as we say around here, “*Mission First ... Sailors Always.*”



Tomaszewski
S. J. Tomaszewski
Rear Admiral, U.S. Navy



CNO Guidance for 2003

Achieving Sea Power 21!

In the future, we will use the extended reach of naval weapons and sensors to provide unprecedented power, protection, and freedom to joint campaigns. We will do this by exploiting the largest maneuver area on the face of the earth: the sea.

I. Taking a Fix

The past year has been one of tremendous accomplishment for our Navy. Our men and women operating in the air, on and under the sea, and on the ground are at the leading edge of the Global War on Terrorism. Forward deployed, combat ready naval forces – sustained by naval and civilian shipmates around the world – are proving every day the unique value of sovereign, independent forces projecting power from the sea.

In last year's Guidance, I challenged each of you to make our great Navy even better by enhancing mission accomplishment, deepening the growth and development of our people, and developing innovative operational concepts and capabilities...and you delivered! Your dedication to service has provided our nation the persistent, responsive combat power needed to fight and win.

As we look to the future, we must transform to retain the advantage against innovative and determined enemies. Sea Power 21 provides the framework to align, organize, and integrate our Navy to meet the wide array of challenges that lie ahead. This will require accelerating operational concepts and technologies to improve warfighting effectiveness and enhance homeland security; shaping and educating our force to operate tomorrow's fleet; sustaining readiness; and harvesting efficiencies to invest in the Navy of the future.

Working together during 2003, we will build on our accomplishments to enhance our Navy's effectiveness and our nation's security.

2002 Accomplishments

- ***Combat excellence in Global War on Terrorism***
- ***Improved readiness***
- ***Record recruiting and retention***
- ***Better pay and allowances***
- ***Sea Power 21 vision***

Manpower. We are winning the battle for people! Last year we invested billions of dollars in retaining, recruiting, and training our Sailors to create an environment that offers opportunity, promotes personal and professional growth, and provides the kind of workforce needed for the 21st century Navy. Most importantly, we developed a more responsive force — one that surged forward with the right people, to the right place, at the right time to fulfill our national security requirements. We are enjoying now, the best manning I have witnessed in my career. With few exceptions, we achieved C-2 manning status for all deploying battle group

units at least six months prior to deployment. Our investment in personnel readiness was merely the foundation, your efforts were the reason for our operational success. You encouraged our people to excel and focused them on mission accomplishment.

- ***Recruiting.*** Recruiting has never been better. Recruiters made goal for 16 straight months and the Delayed Entry Program is at the highest level ever. Our recruits are of high quality, as well. Last year, we accessed 92% high school graduates — up from 90% — and nearly 6% of new recruits had some college education.

- ***Retention.*** Retention is at record levels. We reduced at-sea manning shortfalls by more than 36% in 2002. Superb retention also allowed us to lower recruiting goals by over 7,500, saving millions of dollars that were applied toward fleet readiness and quality of life initiatives.

- ***Attrition.*** The trend is improving. Zone A attrition was reduced by 23%, just missing our goal of 25% in 2002. Overall drug losses were down 8% and Recruit Training Center drug losses declined more than 37%.

- ***Force Shaping.*** We are growing a more senior force to lead and manage the increasingly technical 21st century Navy. We increased the overall number of E-4 to E-9s (Top 6) by 1.7% to 71.4% working toward a goal of 75.5% by FY07. This healthy trend in improving the Top 6 allows us to retain more of our experienced leaders and maintains advancement opportunity through FY07.

- ***Detailing.*** We are revolutionizing the personnel distribution system. Last year we challenged our professionals in Millington to overhaul our detailing process. They produced Project SAIL (Sailor Advocacy through Interactive Leadership) to fundamentally change the relationship between a Sailor and their detailer and put choice in the system. Additionally, we improved Master Chief distribution to balance our most senior leaders at sea and ashore. We also piloted geographic incentive pay to examine other potential improvements in the distribution process. We are postured for big changes in 2003.

- ***Optimal Manning and Sea Swap.*** We are deploying innovative manning initiatives. *USS Milius* (DDG 69) was the first guided missile destroyer to deploy using the Optimal Manning program. New technologies and great deckplate leadership in *Milius* produced innovative shipboard watchstanding practices, reduced ship's manning requirements, and focused Sailors on their core responsibilities. The *USS Fletcher* (DD 992) crew will be relieved on deployment by the *USS Kinkaid* (DD 965) crew to extend unit on station time and capitalize on transit savings to the Persian Gulf.

Current Readiness. We have the most ready force in our history! Over the past year, our investment in training, spare parts,

ordnance, and fuel accounts enabled our Fleet to be ready earlier, deploy at a higher state of readiness, and build a more responsive surge capability. These investments were vital to sustaining the war on terrorism and assuring friends and allies with our global response.

- **Fleet Investment.** Our readiness is improving. We reduced our major ship depot maintenance backlog by 27% and aircraft depot level repair back orders by 17% in 2002; provided 32 additional ships with depot availabilities; ramped up ordnance and spare parts production; maintained a steady “mission capable” rate in deployed aircraft; and fully funded aviation initial outfitting. COMNAVSURFOR’s SHIPMAIN Process Improvement Team was formed to examine the ship maintenance process and obtain the maximum benefit per maintenance dollar. This kind of innovation, where leaders challenge assumptions, is just what we need to better understand how to provide the readiness to respond to 21st century operational requirements.

- **Forward Operations/Presence.** We are taking the fight to the enemy. Eight carrier battle groups, six amphibious ready groups, and nearly 100,000 Sailors and Marines deployed around the world in support of the Global War on Terrorism. Also, two attack submarines established homeport in Guam with a third on the way.

- **Force Protection and Homeland Security.** We are improving our defenses. We invested over \$1.7B to improve security across our Fleet, improved information sharing between agencies, assigned over 10,000 Sailors to AT/FP duties, and grew the MAA rating from 1,900 to 4,600 Sailors. Additionally, we aligned force protection under CFFC as the fleet integrator for Navy-wide requirements.

Future Readiness. We developed a clear and concise vision — Sea Power 21 — to achieve a more powerful 21st century Navy. Our success in Manpower and Current Readiness sets the stage for focusing additional resources on Future Readiness. Accomplishments last year included drafting a bold new Navy vision, harvesting efficiencies for reinvestment, adding potent new platforms to the Fleet, and launching an integrated Navy-wide experimentation plan.

- **Transformation.** Sea Power 21 prescribes a strategy-to-concepts-to-capabilities continuum that will result in greatly enhanced power, protection, and operational freedom. It provides the framework for how we will organize, align, integrate, and transform our Navy to meet the challenges that lie ahead.

- **Recapitalization.** We are saving for our future. We achieved a projected cost avoidance of \$43B over the future years plan by improving business and infrastructure processes; divesting of legacy force structure and programs; and using multi-year procurement contracts.

- **Warfighting Capabilities.** Impressive new units are joining the Fleet. We commissioned *USS McCampbell* (DDG 85), *USS Shoup* (DDG 86), and *USS Preble* (DDG 88), and laid the keel for *USS Texas* (SSN 775). We are beginning conversion of two *Ohio*-class ballistic missile submarines to launch Tomahawk missiles and deliver Special Operations Forces (SOF). We also invested over \$12B in Research and Development; only Operations and Maintenance and Manpower accounts received more funding. Projects being pursued include developing next-generation platforms, ballistic missile defense, advanced weapons, and enhanced surveillance systems, among many initiatives.

- **Experimentation.** We put the fleet in charge of experimenta-

tion. Joint wargames, experiments, and exercises coordinated by CFFC are developing new operational concepts and technologies, such as the Joint Fires Network and High Speed Vessels. The Undersea Experimentation Working Group was also established to more fully integrate submarines into joint experimentation programs. We intend to raise the bar in experimentation and speed the delivery of new concepts through the Fleet’s Sea Trial process in 2003.

Quality of Service. We invested in our most valuable asset — our people. 2002 witnessed continued improvements in compensation, operating facilities, information technology, spare parts, and educational initiatives leading to an improved environment for mission accomplishment.

- **Compensation.** Pay and benefits continued to improve. Everyone earned at least a 5.0% pay increase in 2002. Targeted pay increases were as high as 6.5% for officers and 10% for enlisted. In 2003, all hands will receive a minimum 4.1% pay increase. Average out-of-pocket housing expenses were reduced to 11.3% in FY02. They will be reduced to 7.5% in FY03. These improvements put more money in the pockets of our Sailors and provided the opportunity for many of them to own their own homes.

- **Investment in our Navy family.** New and expanded programs are helping our Sailors invest in their future. The Thrift Savings Plan was implemented and Navy has the highest enrollment of all Services, with nearly 90,000 members. We also increased the number of customers served by the Spouse Employment Assistance Program by 29% and increased our childcare capacity by over 10% last year.

- **Healthcare.** TRICARE benefits are improving. Coinsurance and deductibles were eliminated for active duty family members. Additionally, TRICARE-for-Life expanded pharmacy benefits for retirees over 65 and eliminated the need for supplemental insurance.

- **Housing.** We are investing in infrastructure. More than \$2.0B was spent over the past two years on family housing. Over 4,900 homes are to be constructed, replaced, or improved in FY03, almost double the number funded in FY02.

- **Training.** We are transforming the way we learn. Task Force EXCEL (Excellence through our Commitment to Education and Learning) initiatives include establishing a more responsive organizational structure, partnering with industry and academia to implement individual training and education, and initiating pilot projects that leverage civilian training programs.

Organizational Alignment. We put the Fleet at the center of all we do, creating a single voice for fleet requirements, streamlining organizations, and eliminating redundancies. Better alignment enhances mission accomplishment and reduces costs through organizational and process efficiencies. To enhance alignment, we expanded the Fleet’s authority to determine requirements, influence resourcing decisions, and direct experimentation. We will continue to strengthen organizations and eliminate redundancies to make our Navy more effective and efficient.

- **Organizational Focus.** Improved alignment is strengthening Navy integration and generating efficiencies. Specifics include:

- Established CFFC as the Lead Agent for Sea Trial to formalize experimentation and fully integrate concept development and technology insertion under the Fleet.
- Aligned the Navy Warfare Development Command and

warfare centers of excellence under CFFC to stimulate concept development and technology insertion for the Fleet.

- Established the Naval Network Warfare Command (NNWC) as the Fleet's coordinator for information technology, information operations, and space activities.
- Merged OPNAV N6 and N7 into N6/N7 to enhance integration of platform and network requirements, and resource planning and programming. Established N6/N7 as the Director of FORCEnet.
- Consolidated Navy Recruiting Command and Naval Reserve Recruiting Command to achieve total force recruiting.
- Established the Civilian Community Management Division (OPNAV N11) to consolidate and manage our Civilian workforce.
- Streamlined NAVSEA, PEO, and ASN (RDA) organizations to improve efficiency.
- **Joint Integration.** Innovative joint concepts and programs are key to improved organizational performance.
 - Issued a Naval Transformation Roadmap and Navy Strategic Planning Guidance, outlining capabilities to enhance joint warfighting effectiveness through Sea Strike, Sea Shield, and Sea Basing.
 - Developed a Global Concept of Operations (CONOPs) to widely distribute naval striking power, achieving a more responsive force disposition.
 - Signed a USN-USMC tactical aviation integration plan to enhance interoperability, more fully integrate our people, and save billions of dollars for both services.
 - Invested in the USCG's Deepwater Integrated Systems Program, new munitions development with the USAF, joint experiments with the USA on high-speed vessels, and warfighter talks with the USMC, USAF, and USA.
 - Assigned CFFC as NAVNORTH, the maritime component for USNORTHCOM.

II. Leadership Guidance for 2003

Our focus in the upcoming year is on winning the war on terrorism; protecting our nation, forces, and people; and shaping the force of the future. This will not be easy. It will require hard choices and determined leadership at all levels. We must challenge every assumption and search for new and better ways to accomplish our tasks. We must refine requirements, conduct innovative operations, and optimally allocate resources to achieve efficiencies and recapitalize the Fleet. *As such, all executive agents listed below are to prepare and track measurable goals in support of this guidance, providing updated information to the Director, Navy Staff by the final day of each quarter.*

Actions for 2003

- ***"Be Ready"***
- ***Protect our nation, bases, ships and Sailors***
- ***Achieve efficiencies to buy more ships and aircraft***
- ***Accelerate Sea Power 21 capabilities***
- ***Streamline and align manpower and skills mix***

Manpower. We must continue the battle for people and talent. Our young men and women make it possible for us to sustain and transform our great Navy. Your unprecedented success last year in retention, attrition and recruiting is providing the most ready force in our history. This year we must streamline and align our manpower and skills mix to balance our end strength and to shape our 21st century force. Our goal is a more highly educated and skilled workforce.

We must complement our improved retention with selective recruiting, training, and assignment policies and a more open and interactive distribution process to maximize our combat effectiveness. We are winning the battle, but we must continue this fight everyday. The key to victory is to ensure the growth and development of every Sailor so they contribute their fullest to mission accomplishment.

Guidance for Leaders:

Sea Warrior. The right skills, in the right place, at the right time. As new platforms, technologies, and rotational crewing concepts revolutionize crew sizing, we will ensure our Sailors have the interactive web-based tools and training for their personal and professional development and career management. Initiatives include Project SAIL and Task Force EXCEL.

- Accelerate implementation of the Sea Warrior plan for developing Navy professionals who are highly skilled, powerfully motivated, and optimally employed for mission success. (CNP)
- Fully implement Project SAIL. Put choice in the process for both Sailors and gaining commands and bring about the revolution in the personnel distribution. (CNP)
- Create and develop a web-based career management system that combines the products of Task Force EXCEL, Project SAIL, and the Improving Navy's Workforce project by June 03. (CNP)
- Adjust the skill mix in the Fleet to improve fleet readiness using the Perform to Serve (Retrain to Retain) and the Selective Reenlistment Bonus (SRB) programs. (CNP)
- Expand the Team Detailer Outreach Program to contact 100% of Sailors within 13 months of their PRDs. (CNP)
- Develop a communications strategy to ensure a consistent and accurate message to the Fleet on personnel development issues; continue Career Decision Fairs in each Fleet concentration area every six months; and expand training for Navy Career Counselors. (CNP)
- Classify all new recruits using the Rating Identification Engine (RIDE) to optimally match their talents to Navy ratings. (CNP)
- Develop a plan (by June 03) to refine the process of Command Master Chief selection and assignment. (N1/MCPON)
- Provide a plan (by August 03) to lower OCS attrition by 40% to include analysis of the "drop on request" rate. (CNETC)
- Establish the DoN baseline civilian workforce requirement. (N1)
- Conduct a full analysis of the geographic incentive system and report findings/recommendations via the CNO Executive Board (CEB) by 31 July 2003. (CNP)

We must continue to mentor our Sailors.

- Issue a standardized, Navy-wide, web-based counseling and professional development tool by July 03. (N1)
 - All commands implement this counseling tool by Sep-

tember 03, to include mapping progress toward a college or advanced degree.

- Create a mentoring culture and assign a mentor for every service member by March 03. (All Echelon II)
- Create a Task Force to study the performance appraisal system and provide recommendations for improvement. (CNP)

We must recruit and retain the right people.

- Shaping the Force. Working with CFFC, leverage gains from higher retention and lower attrition to enhance the skills mix across the force and continue to improve recruit quality in FY03. (N1)
 - Reduce attrition by 25% from FY02 level.
 - Implement initiatives to retain highly skilled and motivated Sailors, to include Perform-to-Serve, OBLISERV-to-Train, and SRB increases.
 - Meet the following reenlistment goals for 2003 to grow our Top 6 to 72.5%: 56% (Zone A), 73% (Zone B), 86% (Zone C).
 - Increase number of high school graduate recruits from 92% to 94%.
 - Review policy on High Year Tenure (by June 03) to optimally shape our force.
 - Conduct a zero based review of the force shaping strategy for the 21st century to include a challenge of the seniority requirements and reenlistment zone alternative strategies.

Diversity. We will value our unique backgrounds, traditions, and experiences.

- Conduct an assessment of diversity trends and opportunities in the Navy by March 03. (N1)
- Increase minority officer program applications 25% by August 03. (CNETC/USNA/CNRC)
- Increase minority Sailor applications for the Seaman to Admiral program by 25%. (All Fleets)

Current Readiness. We are at war and our orders from the President are to be ready—now and in the future. We will maintain our readiness to respond to global crises while remaining vigilant at home and overseas. Our enemies are widely dispersed, persistent, and innovative. Our task is to keep them on the run.

We will continue to make the investments needed to sustain the Navy the taxpayers have provided to us. While we budget for the necessary training, equipment, supplies, and ordnance, we must achieve and maintain readiness more effectively than in the past. A key ingredient to sustaining both our readiness today and our investments for the future, is ensuring we produce current readiness from every dollar. This requires involved and energetic leadership, innovative thinking, calculated risk taking, and a willingness to change to strengthen our combat effectiveness.

Guidance for Leaders:

We must continue to improve fleet readiness.

- Reduce enlisted at-sea gaps from approximately 4,000 in FY02 to 2,000 in FY03 and maintain C-2 manning status for all deploying units at least six months prior to deployment. (CNP)
- Develop capabilities-based USNR/USMC/Fleet Air Support flight hour requirements as well as the Flying Hour Support requirements. (N4)

- Provide an integrated plan for expanded simulation that provides realistic maintenance and operator training across all warfare areas. (CFFC)
- Install the TYCOM Readiness Management System as the common readiness database in support of the joint Global Command and Control System by October 03. (All Fleets)
- Reduce Class “A” mishaps by 25% over FY02 numbers. (All Fleets)
- Develop common databases (by June 03) for operations modeling, analysis, and accomplishments to improve warfighting effectiveness. (DNS)
- Provide a plan (by September 03) detailing how the reserves will adjust billet structure and mission areas to fulfill Sea Power 21. (CNRF)
- Analyze lessons-learned from manning pilot projects and develop a recommendation regarding Navy-wide application by October 03. Provide IPR by 1 April 03. (CFFC)
- Provide a plan (by May 03) that standardizes development of shore manning requirements, reflects efficient alignment of functions and the use of new technologies, and pilots shore manning models in at least two functional areas. (CNP)

We must sustain the war against terrorism.

- Develop requirements and plans (by June 03) to achieve mean-time-between-repairs goals for aircraft engines and reduce aviation depot level repair cost growth by improving aircraft reliability. (N4)
- Standardize Fleet-wide deferred maintenance reporting procedures, validate actual costs of deferred maintenance, and reduce the deferred maintenance backlog by 25% by October 03. (All Fleets)
- Re-engineer ship maintenance planning and execution through the SHIPMAIN process to increase efficiency. (All Fleets)
- Include SOF interoperability, inter-agency coordination, Carrier Strike Group/Expeditionary Strike Group (CSG/ESG) tactical requirements, and global MIO/LIO training within the IDTC. (CFFC)
- Execute the Integrated Readiness Capability Assessment Concept (by March 03) to maintain forward presence and surge, sustain, and reconstitute additional combat power as needed to meet regional combatant commander requirements. (N4)

We must provide for homeland security and force protection.

- Establish standard use of force protection personnel (active and reserve) to ensure uniform practices in CONUS and overseas. (CFFC)
- Increase the number of MAAs to approximately 6,700 by the end of FY03, working toward a goal of 9,000 by FY05. (N1)
- Finalize instructions for the “Use of Force and Deployment Orders” to support homeland security and force protection missions. (OJAG)
- Formalize procedures with USCG and Federal Agencies to strengthen maritime domain awareness, ensure timely dissemination of actionable intelligence, and provide recommended courses of action to reduce vulnerabilities by June 03. (N2)
- Evaluate emergent Force Protection technologies and accelerate the most mature and promising systems to the Fleet. Provide analysis results by June 03. Technologies that save manpower should receive priority. (CFFC)
- Evolve medical capabilities as a “Defensive Weapon

System” to deliver enhanced medical surveillance, detection, and protection. (SG)

Future Readiness. Sea Power 21 is the vision to deliver enhanced warfighting capabilities through new concepts, technologies, organizational initiatives, and improved acquisition processes. It is dedicated to a process of continual innovation and committed to total jointness. Among the critical challenges we face is finding and allocating resources to recapitalize our Navy. The significant progress made over the past two years in Manpower and Current Readiness makes it possible to place more emphasis on Future Readiness to transform our Navy for the challenges ahead. It will take the combined energy and teamwork of our entire Navy and Marine Corps team to achieve our vision, capture efficiencies, and strengthen how we organize, train, equip, and integrate to fight.

Guidance for Leaders:

Sea Power 21. Develop a Naval Capabilities Package (NCP) Campaign Plan for Sea Strike, Sea Shield, Sea Basing, and FORCEnet to accelerate transformation. (N6/N7)

- Standardize Mission Capabilities Packages (MCPs) that support Sea Strike, Sea Shield, Sea Basing and FORCEnet. (N6/N7)
- Develop MCP CONOPs for near-, mid-, and long-term by June 03. (N6/N7)
- Develop metrics to track progress in the development of MCPs; identify, prioritize, and recommend investment in programs that contribute to MCPs; and recommend divestment of programs that provide less support to MCPs. (N6/N7)
- Prepare to execute the Global CONOPs by defining force structure options and programming resources to meet the Defense Planning Guidance. (N8)
- Partner with the USMC to develop a Naval Operating Concept that is integral to the Joint Capstone Concept by June 03, to achieve fuller integration of service capabilities. (N3/N5)
- Align Navy planning documents, (e.g. the Naval Strategic Planning Guidance and NOC) with Sea Power 21. (N3/N5)

Sea Strike. Projecting precise and persistent offensive power.

- Define Intelligence, Surveillance, and Reconnaissance (ISR) requirements to include improving platform and sensor capabilities, investing in sea-based long-dwell manned and unmanned sensors, and integrating with joint intelligence efforts. (N6/N7)
- Develop Information Operations (IO) as a major warfare area; define IO requirements and coordinate Navy IO efforts with other Services and Department of Defense. (All Fleets)
- Enhance time sensitive targeting capability by developing, acquiring, and integrating systems with increased connectivity, reach, speed, persistence, and lethality. (N6/N7)
- Deploy an Expeditionary Strike Group from each coast in 2003. (CFFC/CPF)
- Partner with USMC to develop force structure recommendations and key metrics required to achieve Ship to Objective Maneuver (STOM) goals. (N6/N7)
- Improve conventional force interoperability with SOF. (CFFC)

Sea Shield. Projecting global defensive assurance.

- Accelerate work with the Missile Defense Agency to deploy

initial sea-based ballistic missile defense systems by 2004. Report to the CEB quarterly beginning in March 03. (N6/N7)

- Develop CONOPs (by June 03) to enhance sea and littoral control capabilities. (CFFC)
- Develop an integrated strategy (by June 03) to improve ASW readiness and capability in the near and mid-term. (All Fleets)
- Provide resource recommendations to support Northern Command; enhance Maritime Intercept Operations (MIO); and increase maritime domain awareness. (CFFC)

Sea Basing. Projecting joint operational independence.

- Provide employment concept and procurement plans (by June 03) to integrate the Surface Combatant Force and enhance joint support from a fully netted, dispersed naval force. (N6/N7)
- Develop reconfigurable modules and packages tailored to Littoral Combat Ship missions. (N6/N7)
- Create a Task Force to develop a plan that leverages the payload modularity offered by the SSGN and includes clandestine expeditionary force employment. (CFFC)
- Determine a strategy to maximize aircraft carrier capabilities for command and control, information distribution, and logistics support for Navy, joint, and SOF. (CFFC)
- Partner with other Services and the Defense Logistics Agency to develop integrated joint logistics capabilities. Experiment with at-sea heavy lift transfer capabilities, intra-theater high-speed sealift, pre-positioning forces, and at-sea assembly technologies to determine a joint logistics CONOPs. (All Fleets)
- Work with other Service staffs to determine C2 requirements to support a sea-based Joint Force Commander and to improve interoperability with coalition forces. (N6/N7)
- Develop a plan to integrate USN-USMC logistics, command and control, and intelligence organizations. (N3/N5)

FORCEnet. Integrating the power of warriors, sensors, weapons, networks, and platforms.

- Draft a FORCEnet Campaign Plan (by May 03) that defines the architecture and performance standards for implementing FORCEnet. (N6/N7)
- Bring forth near-term proposals that capitalize on Coalition-Wide Area Network (COWAN) and NATO-like systems to maximize interoperability with allies. (CFFC)
- Develop and execute a plan (by June 03) to web-base NMCI. (N6/N7)
- Provide a plan to establish a common operational picture (air, surface, and subsurface) to achieve advances in tactical engagement speed, accuracy, and range. (N6/N7)

Sea Trial. Accelerating enhanced capabilities to the fleet through innovation and experimentation. Coordinate the efforts of concept and technology development centers and integrate them into wargaming, experimentation, and exercises.

- Draft and implement a comprehensive roadmap (by May 03) that integrates studies, wargames, experimentation, and exercises with evaluation metrics and an execution timeline. This roadmap should include those promising concepts and technologies, information gathering and knowledge processing systems, high-speed weapons, and force protection improvements that speed Sea Power 21 capabilities to the Fleet. (CFFC)
- Maintain at least \$10B in RDT&E investments. Employ the Future Naval Capabilities Program to coordinate and integrate the development of next generation warfighting capabilities.

Sea Enterprise. Resourcing tomorrow's fleet. Improve organizational alignment, reduce overhead, streamline processes, and reinvest savings to recapitalize our Navy and deliver increased combat capability.

- Establish a Sea Enterprise organization and process that coordinates efforts between the Navy Secretariat, USMC, and other Services, to generate corporate efficiencies for reinvestment. (N09/N4)

- Propose and implement innovative ways to reduce the acquisition and program life-cycle costs of weapon systems. Report findings via quarterly CEBs. (SYSCOMs)

- Create a web-based tool that shares best practices leading to cost savings and reductions in overhead. (N09)

- Develop and implement a revised Planning, Programming, and Budgeting System (PPBS) pilot program. (DNS)

- Develop a proposal to modify the program and budget database so it provides more detail on personnel resource costs for all manpower categories (military, civilian, contractor). (N8)

- Develop a plan to implement the virtual SYSCOM concept to streamline activities, achieve efficiencies, and improve interoperability between the material commands. Provide quarterly updates to CNO beginning in March 03. (Senior SYSCOM commander lead)

- Develop equipment and system replacement schedules to achieve manpower, operations, and support infrastructure savings. (N7)

- Develop an integrated Navy Enterprise Resource Planning campaign plan that maps legacy infrastructure and retires selected systems to capture savings. (N4)

- Undertake "skunk works" initiatives in each Echelon II command to achieve efficiencies via organizational streamlining, technology insertion, and divestment of non-core functions. (All Echelon II)

- Fully sustain facility inventory, achieve a 67-year shore infrastructure recapitalization rate by FY07, and achieve C2 condition by 2010 to meet DoD guidance. (N4)

Quality of Service. Quality of Life and Quality of Work remain a priority focus area for our Navy. Providing our Sailors high quality operating facilities, the spare parts, the information technology, and the environment to achieve their goals is fundamental to mission accomplishment. We must continue to exercise covenant leadership. We remain committed to ensuring our Sailors and civilian shipmates are compensated with proper pay, attractive housing, generous benefits, and quality workspaces and equipment. We must also implement innovative learning techniques and empower our Sailors to excel professionally and personally.

Guidance for Leaders:

We will speed the revolution in training. Task Force EXCEL will introduce our people to a lifelong continuum of learning and improve their personal and professional development.

- Accelerate implementation of Task Force EXCEL. (CNETC)
- Establish the organizational structure to bring about the Revolution in Training. (CNETC)
 - Establish the Naval Personnel Development Command, Human Performance Center, and Training Support Centers by Jun 03.

- Improve Navy Education and Training effectiveness, to include: (CNETC)

- Apply information-age methods to accelerate learning and improve proficiency. Increase eLearning opportunities by 20%

- Expand use of advanced trainers and simulators to reduce Technical Training Equipment costs by 15%

- Establish instructor to student ratios that capitalize on distributed learning methods and technologies and harvest manpower efficiencies

- Accelerate Time-to-Train by 15%

- Eliminate course redundancies to achieve a 15% reduction in the number of courses

- Expand Task Force EXCEL to include officer and senior enlisted community professional development continuums and address the role of undergraduate and graduate education requirements and opportunities. (CNETC)

- Develop and implement a standardized set of initial training objectives and guidelines for newly-selected chief petty officers. (MCPON/CNETC)

We will continue to invest in our Sailors. They remain our number one resource and are vital to our success. We will continue to provide the technologies and programs that enhance their personal and professional growth and development.

- Develop systems that enhance mission accomplishment by maximizing Sailor performance in new platforms and weapon systems. (SYSCOMs)

- Complete Homeport Ashore to move all single sea duty Sailors to Bachelor Quarters by FY08. (N4)

- Eliminate inadequate bachelor housing via MILCON, PPV, and private sector initiatives. (N4)

- Eliminate community heads ashore by FY07

- Achieve 1+1 Bachelor Housing Standard by 2013

- Improve drug abuse prevention training and awareness. Reduce the number of positive drug tests while sustaining or increasing FY02 testing levels. (All Fleets)

- Conduct an assessment of Navy uniform regulations and provide recommendations by October 03. (MCPON)

Our Navy Family.

- Reduce average BAH out of pocket expenses to zero by FY05. (N1)

- Institute revised worldwide accreditation standards for Fleet and Family Support Centers. (N1)

- Establish partnerships with private industry to provide mobile career opportunities and enhance the Spouse Employment Assistance Program. (N1)

- Improve alcohol abuse prevention training and awareness. Reduce the number of alcohol-related fatalities by 50% in FY03 compared to FY02. (All Fleets)

Alignment. We have pursued organizational and operational alignment to streamline our efforts and maximize warfighting effectiveness. Aligning our organization is an ongoing effort that involves continual assessment of processes and systems. The goal is to rapidly and efficiently deliver warfighting capability, while maximizing the growth and development of our people. When an organization is aligned, everyone from junior to senior shares an understanding of the goals and purposes of that organization, allowing them to contribute to their fullest.

Guidance for Leaders:

We will better align for joint warfare.

- Conduct warfighter talks with USMC, USAF, USA, and USSOCOM to discuss key inter-service issues. Specific areas include:
 - Command and Control: Identify methods to improve structures, systems, and interoperability. (N3/N5)
 - Operations: Review and integrate Operation ENDURING FREEDOM and Global War on Terrorism lessons learned, Global CONOPs, CSG/ESG deployment plans, C4ISR initiatives, joint and SOF operations. (N3/N5)
 - Platforms/Weapons Systems: Develop plans to co-develop and optimally employ joint emergent and future systems. (N3/N5)
- Fully implement the Training Resource Strategy by March 03. Include an annex detailing simulation use as part of this effort. (CFFC)

We will continue Fleet and organizational alignment.

- Establish Commander, Navy Installations Command (CNIC) with responsibilities for the operation, administration, and support of U.S. Navy installations worldwide. Establish a single claimant for all base operating support resources. Formalize supported/supporting relationships with all Echelon II commanders. (N4)
- Establish DoN civilian workforce communities. Assess each community's health and develop strategies to enhance retention and career/leadership development. (CNP)
- Improve knowledge sharing and training opportunities for Command Master Chiefs through the use of the Direct Line web site and appropriate forums. (MCPON)
- Provide a recommendation (by Jun 03) to realign resources and billets to support CFFC's expanded mission. (CFFC)
- Provide recommendation on the optimum command arrangement for Expeditionary Strike Group deployments, and future steps to develop this concept. (CFFC)
- Develop a strategy to employ the Amphibious Ready Group in Japan as an Expeditionary Strike Group. (CPF)
- Develop a plan (by July 03) that establishes a Missile Defense Strike Group in FY04. (CFFC)
- Emphasize the enhanced distributed striking power attained through implementation of the Global CONOPs by standardizing the terminology for Carrier Battle Groups and Amphibious Readiness Groups as Carrier Strike Groups and Expeditionary Strike Groups, respectively, by March 03. (All Fleets)
- Integrate C4ISR and network initiatives, and coordinate information technology, information operations, and space activities. (N6/N7)

We will improve our communications alignment.

- Develop an information master plan to tell the Navy's story both internally and externally. (CHINFO)

III. Sailing Directions for the 21st Century

Winning the Global War on Terrorism is our number one priority. This will not be quick or easy, but victory is our goal and it will be achieved. Our Navy will play a leading role in this

historic struggle by contributing precise, persistent, and responsive striking power to the joint force, strengthening deterrence with advanced defensive technologies, and increasing operational independence through sea basing. This is the Sea Power 21 vision.

We will innovate operationally by distributing striking power to the furthest corners of the earth and sustaining fleet readiness to surge additional warfighting power on short notice. The Global Concept of Operations, in concert with the United States Marine Corps, packages our forces to meet 21st century challenges. This CONOPs requires a fleet of approximately 375 ships and procurement of 11 ships per year. This is an ambitious goal we cannot achieve unless we are a smarter and more efficient consumer of resources.

Last year I told you I wanted every leader to be evaluated on two things, their commitment to the growth and development of their people and above all to mission accomplishment. This year I want to elaborate on that guidance. I want each of you to understand that mission accomplishment means both warfighting effectiveness and resourcefulness. It has been said that great leaders do the right thing, and great managers do things right—we need to do both.

We have a big budget. We must ensure we are spending the taxpayers' dollars on the right things. Sea Enterprise will coordinate a Navy-wide effort to align and optimize use of these funds. It will allow us to harvest efficiencies throughout our organization to be reinvested in warfighting capabilities. We must generate resources to recapitalize our Navy. I am convinced we must make Sea Enterprise a success or we will not have the Navy our Nation needs in the future. I ask for your support of this critical initiative.

People remain at the heart of all we do; they are capital assets in our Navy. We have invested heavily to do what is right for our people. As we look to the future, we will build on the impressive progress we have made in recruiting, assigning, and retaining our military and civilian professionals. "Growth and development" is our byline and I expect every leader to be deeply involved in developing their shipmates. Active leadership is making it happen today and will do so in 2003. We will reward leaders who understand the challenges and through innovative and creative leadership develop their people and accomplish the mission efficiently and effectively.

Our Navy is the finest it has ever been and getting better every day. I am counting on you to continue our superb record of accomplishment and shape the Navy of tomorrow. Working together, we will achieve the vision!

Strategic Objectives

- *Win the Global War on Terrorism*
- *Improve readiness for global response*
- *Integrate Sea Strike, Sea Shield, and Sea Basing into the Joint Force*
- *Capture the funds through Sea Enterprise to build a 375 ship Navy*
- *Develop the 21st century workforce*

Personnel News

Navy MWR Launches Forward-Moving Programs

In his "CNO Guidance for 2002," Admiral Vern Clark wrote, "We are the greatest Navy in the world because of our people. Our future is bright because we are a service that sets goals and strives to become better."

For the Navy's Morale, Welfare and Recreation (MWR) professionals, one of those goals is to continue to develop forward-moving programs and services to meet the needs of our Sailors and their families, today and tomorrow. Here are updates on three of those programs and recent initiatives: Delayed Entry Program Family Day, Extended Hour Childcare pilot program, and Career Decision air support.

Delayed Entry Program Family Day

More than 400 members of the Navy's Delayed Entry Program (DEP) and their families were treated to a first-hand look at the many quality of life programs and services the Navy offers during DEP Family Day, held on board Naval Support Activity (NSA) Mid-South, Millington, Tenn., Oct. 26. The program was designed to help enhance readiness by providing our future shipmates and their loved ones with essential information about the Navy to ease their transition to the military, while also providing the Fleet with better informed Sailors.

"This (event) let me see first-hand the types of facilities and services that are going to be made available to my son. I can see all of the opportunities he has within his reach. If I was younger, I believe I would try to enlist," said Mary Harris, of Memphis, Tenn. Her son Willie Jr. reported to recruit training Dec. 18.

Navy Personnel Command's MWR Division teamed up with Navy Recruiting Command and NSA Mid-South to sponsor the pilot program. The day included walk-through tours of the Single Sailor Center, Fitness Center, Bachelor Enlisted Quarters and the Navy Exchange, as well as a tradeshow featuring quality of life display booths, virtual displays, MWR informational material, promotional items, and food

and beverages.

Thanks to the tremendous success of the DEP Family Day "kickoff," additional events are being planned for six sites throughout the country, tentatively scheduled for San Diego, Los Angeles, Jacksonville, New York, Houston, and Miami.

Extended Hour Childcare Pilot Program

Within days of concluding the inaugural Navy Family Team Summit, the first pilot program was being designed to address affordable, accessible, and timely childcare. The pilot being developed is extended hour childcare, which will benefit two-career couples, single parents, shift workers and

(CDGH), in which two or more CDH providers care for between seven and 12 children.

As part of the pilot program, Navy Region Mid-Atlantic is planning to build an Extended Hour Childcare Home adjacent to the CDC at Naval Support Activity Norfolk to address the need for greater accessibility. This addition will provide a small, home-like setting with access to the current CDC playgrounds. However, unlike a CDC, the home will have bedrooms, bathtubs, a living room and playroom, and an eat-in kitchen for family style meals. Navy Region Hawaii's Naval Station Pearl Harbor will provide the same overnight care using two renovated housing units to form one Extended Hour Childcare Group Home.

More than 200 Navy service members and family members gathered at the first Navy Family Team Summit last August to share their ideas and experiences, and to discuss areas of possible improvement in the lives of Sailors. Participants represented a cross-section of the Navy from all active-duty ranks and family members.

Career Decision Fair Support

Since families are the foundation of a Sailor's success, Navy MWR is assisting the Center for Career Development (CCD) in increasing the participation of military spouses in Career Decision Fairs (CDFs). The CDFs enhance readiness by providing Sailors and their families with the resources and information they need to make informed career decisions. During FY-03, CCD is scheduled to conduct more than 30 CDFs Navy-wide. To assist CCD, Navy MWR Headquarters will reimburse participating MWR activities up to \$2,500 for each enlisted spouse brief, and up to \$1,000 for each officer spouse brief. Navy MWR will also provide each participating MWR activity with \$1,000 in MWR Bucks, which can be used for door prizes for each military spouse brief. MWR activities can award the MWR bucks in any number of prizes or denominations they deem appropriate.

see 'Navy MWR,' page 12



others by providing access to round-the-clock childcare in a home-like atmosphere. The first extended hour childcare pilot programs will open in Navy Region Mid-Atlantic and Navy Region Hawaii in 2003.

Navy MWR Child Development Program offers three options. In Child Development Centers (CDC), childcare is offered for ages 6 weeks to 5 years at more than 126 CDCs on board 81 installations worldwide. As part of the Child Development Home (CDH) program, one adult provider offers care in on-base government housing or off-base civilian housing. It is a cost-effective means of expanding a command's childcare capacity and is a viable way of meeting the needs of parents with infants, toddlers, school age children, and children with special needs, as well as those who are mildly ill. The third element of MWR's Child Development Program is the Child Development Group Home

TSP Changes Begin in 2003

by *CNP Public Affairs*

The third Thrift Savings Plan (TSP) open season for the uniformed services will end Dec. 31. As 2002 draws to a close, the Navy continues to lead the other services in new enrollments, with more than 96,161 active-duty and Reserve Navy personnel taking advantage of the program.

During the current open season, and in the next two open seasons which are currently scheduled to run from April 15 to June 30, and Oct. 15 to Dec. 31 in 2003, Sailors can increase their basic pay contribution from 7 percent to 8 percent, and continue to contribute up to 100 percent of their special, incentive or bonus pays.

Also in 2003, the IRS elective deferral limit will increase from \$11,000 to \$12,000. The IRS elective deferral limit for 2004 is \$13,000; for 2005, \$14,000; and \$15,000 for 2006. For those serving in a combat zone, the ceiling for contributions is \$40,000.

"Time is of the essence," said Chief of Naval Personnel, Vice Adm. Gerry Hoewing. "I hope every Sailor who hasn't already enrolled in TSP takes a hard look at the program and their current financial situation in the days ahead to see if TSP is a viable option for them."

TSP investments may be directed to any of five different funds, which vary in risk and investment mixture. The five funds are government securities investment (G fund); fixed income investment (F fund); common stock index investment (C fund); small capitalization stock index investment (S fund); and international stock index investment (I fund). Contributions are initially directed to the G fund, and service members may then redirect their investment once the account is active.

TSP enrollment can be done online through the "MYPAY" Web site (formerly called Employee Member Self Service (E/MSS)) at <https://emss.dfas.mil/mypay.asp>, or by completing a TSP enrollment form (TSP-U-1) and turning it in to the servicing pay or personnel office.

TSP enrollment forms are available at local Fleet and Family Support Centers, Personnel Support Detachments or online at the TSP Web Site, www.tsp.gov. Sailors who sign up or make changes to their TSP accounts via the "MYPAY" Web site should now have the option to print out a receipt of your transaction.

For more information on TSP visit the Web Site at www.tsp.gov.

For related news, visit the Chief of Naval Personnel Navy NewsStand page at www.news.navy.mil/local/cnp.

Navy E-Learning Adds New Courses

by *Dean Persons, CNET Public Affairs*

The largest E-Learning system in the world just keeps getting better and better. The Naval Education and Training Command's (NETC) Navy E-Learning program has added more courses that active duty Sailors, Marines, Navy Department civilians, reservists, retirees, and family members can access for on-line learning.

The following courses were recently added to the Navy

- E-Learning program Learning Management System (LMS);
- Prevention Of Sexual Harassment (POSH) for Supervisors
- Prevention Of Sexual Harassment (POSH) for Employees
- Command Assessment Team Indoctrination Course (CATIC)
- Basic Corrosion Control
- Aviation Corrosion Control
- Naval School of Health Sciences Chemical, Biological and Radiological (CBR) Course – Differentiation Among CBR Casualties
- Navy Judge Advocate General Professional Responsibility Course
- NAVEDTRA 149-7 Tracks-Training Managers/Department Heads; Division/ Training Officers; Course Managers, etc.
- Personnel Financial Management
- Lookout Watch Station Qualification Program

Navy E-Learning launches, tracks, and manages more than 1,400 E-Learning courses, at no cost to the user, for approximately 1.2 million active duty Sailors, Marines, Navy Department civilians, reservists, retirees, and family members enrolled in the Defense Enrollment Eligibility Reporting System. To find out more about E-Learning log on to their Web-Site at www.navylearning.navy.mil.

Navy MWR...

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During FY-02, Navy MWR professionals provided support for 34 CDFs worldwide, including briefing spouses on MWR programs, activities, and services — from the base swimming pool and fitness facilities, childcare and school aged care programs — to the availability of discounted tickets and tours.

In FY-02, Navy MWR, through a commercial sponsorship agreement with AT&T, also provided CDF attendees with an opportunity to win significant door prizes, such as a fully-loaded, Jeep Liberty 4WD SUV; round-trip commercial air travel and luxury box seats for four to attend the Army-Navy college football game on Dec. 6, 2002; or \$1,000 in MWR bucks, redeemable for MWR services or merchandise (except for alcohol and tobacco products).

MWR field activities also made local door prizes available, such as rounds of golf, use of cottages, and family dinners at MWR facilities. Navy MWR Headquarters provided financial support to each of the hosting MWR facilities to offset the cost of local door prizes, food and beverages, and childcare services, which were provided free to military spouses and service members attending the MWR spouse sessions.

MWR's efforts and direct support of this Navy Personnel Command retention effort helped spouse attendance at career briefs reach an all-time high last fiscal year. More than 2,700 spouses attended CDFs in FY-02, vice 80 in FY-01. Navy MWR will be there again this year, assisting field activities and helping the Navy meet the readiness challenge by providing support for 36 CDFs.

For more information on Navy MWR programs and services, please visit www.mwr.navy.mil.

MyPay To Offer Service Members W-2s in January

From the Navy News Service

Military service members, military retirees and annuitants will soon be able to check account statements and tax information online due to the new capabilities of the Defense Finance and Accounting Service's myPay system.

MyPay is the secure, online system that helps military service members, Department of Defense civilians, and military retirees and annuitants take control of their pay.

With the new features, active-duty and Reserve service members can view and print their current year W-2, plus up to four years' prior W-2s.

The system will also allow retirees to view and print their Retiree Account Statement. Annuitants will be able to view and print their Annuitant Account Statement,

view and print their 1099R tax statement, view and print their 1042S tax statement, print and submit a copy of the report of existence, and print and submit a copy of the certificate of eligibility form.

Additionally, myPay users are able to:

- View, print and save leave and earnings statements
- View and print tax statements
- Change federal and state tax withholdings
- Update bank account and electronic funds transfer information
- Manage allotments
- Edit address information
- Purchase U.S. Savings Bonds
- Control Thrift Savings Plan enrollment (military only)
- View and print travel vouchers (features see 'MyPay,' page 14

Mobile Security Unit Guam Holds Challenging Assignments

If you are looking for a unique and challenging opportunity then Mobile Security Unit Guam could be the right choice for you. In response to the attacks on the USS COLE and World Trade Center, the United States Navy has established a new security organization. Mobile Security Unit Guam is a part of that new organization.

Mobile Security Unit Guam will be homeported in Agana, Guam. Its mission will be to protect USN ships and aircraft, MSC ships and other DOD high value assets (HVA) against terrorist attacks. Mobile Security Unit Guam will consist of a headquarters element and three, 76 man Mobile Security Detachments, each lead by a 04 1050 officer.

Mobile Security Unit Guam needs highly motivated and capable sailors who will operate on the front lines in the war against terrorism. Mobile Security Unit personnel will often be the only United States forces in a given country. There will be no backup. Operations will occur from the Korean peninsula to Africa and all points in between. Mobile Security Unit personnel will be in top physical condition and highly trained in the operation of small boats, crew served weapons, small arms and security tactics.

Looking for challenging leadership op-

portunities? Mobile Security Unit missions will require strong combat leaders. From the 0-4 officer in charge of the 76 man Mobile Security Detachment to the CPO and E-6's who will lead smaller units on special missions there is ample opportunity to exercise your leadership skills. The message here is that there are plenty of hard core combat leadership opportunities for those who can meet the challenge.

Guam is an excellent location for overseas duty. Often called the "poor man's Hawaii" it offers everything you would expect of a tropical paradise; diving, hiking, pristine beaches, superb restaurants, nightlife and more. Guam is also close to other vacation destinations like Japan, the Philippines, Hong Kong, Singapore and Australia to name a few. Anderson Air Force Base, located on the island, offers the opportunity to travel via military air to many of these locations. Got a family? Bring them along. There are excellent medical, housing, MWR and education facilities that will make your family's tour on Guam all the more enjoyable.

Interested? Openings exist for officers (01, 03 and 04 1050, 1110, 1630, 3100 and 6490) and enlisted sailors in the MA, BM, EN, GM, SK, YN, and IT rates.

The Other Side of the FFSC

by LT Brian Campbell, PERS 660p

"You learn something new every-day." We have all heard some variation of this quote. I recently discovered that just because the day is over doesn't mean you can't still learn a lesson from it. Not so many years ago, I was a wide-eyed Ensign reporting to my first ship ready to make the Navy a better place. I quickly learned that I was ill prepared for one important responsibility of a Division Officer, taking care of my people, and, by extension, their families. For example, one Sailor's spouse was looking for a job, another member was considering separating from the Navy, and another who was a newlywed was having a difficult time adjusting to married life and the added financial responsibilities.

Eventually everything worked out in these instances, but not always in best way. I utilized nearly all the resources I could find to solve the problems, but one resource that could have answered all of these questions I avoided, the Fleet and Family Support Center. My perception was that a visit there would be either a waste of time or lead to a permanent black mark on your record.

My transition from the high OPTEMPO world of the surface Navy to driving a desk in the Fleet and Family Support Branch of Navy Personnel Command in Millington, TN has radically changed my perspective. All of the hours, innovative ideas and creative energy I poured into trying to solve my Sailor's problems could have been replaced with a simple phone call to the FFSC. The services offered there can, and do, help every rank from E1 to O9 at every stage of their careers.

I am not writing this article to convince you that the FFSC can always solve all your problems, but I hope others can learn from my mistakes and give the Fleet and Family Support Center a try. They can help you by assisting your Sailors and family members with the information, life skills training, individual or marital counseling they need. Their mission is to provide knowledge and access to resources so that you can focus on performing your mission.

Blue Angels release 2003 Show Schedule



The Navy Flight Demonstration Squadron, the Blue Angels, has announced its show schedule for the 2003 show season. Following winter training, the team begins the season at Naval Air Facility El Centro, Calif., March 15 and will conclude the season Nov. 8 at Naval Air Station Pensacola, Fla. The Blue Angels will perform 70 shows at 34 locations throughout the United States and Canada during the 2003 season.

Demonstration sites are selected in support of the objectives of the Department of Defense and in the interest of the armed services with safety as the primary consideration. Performances greatly assist the recruiting and retention goals of the military

services, enhance esprit de corps among uniformed men and women, as well as demonstrate the professional skills and capabilities of the armed forces to the American public and U.S. Allies. The schedule is:

March

15 NAF El Centro, Calif.
22-23 Punta Gorda, Fla.
29-30 Huntsville, Ala.

April

5-6 NAS Corpus Christi, Texas
12-13 Vidalia, Ga.
19-20 **EASTER**
26-27 Knoxville, Tenn.

May

3-4 MCAS Cherry Point, N.C.
10-11 Topeka, Kan.
17-18 Millville, N.J.
21 U.S. Naval Academy Annapolis, Md.
23 U.S. Naval Academy Graduation Flyover Annapolis
24-25 NAS Patuxent River, Md.
31 Millington, Tenn.

June

1 Millington, Tenn.
7-8 Davenport, Iowa
14-15 New Windsor, N.Y.
21-22 La Crosse, Wis.

28-29 North Kingstown, R.I.

July

5-6 Muskegon, Mich.
11-12 Pensacola Beach, Fla.
17-20 Dayton, Ohio
26-27 Arco, Idaho

August

2-3 Seattle, Wash.
8-10 Abbotsford, Canada
16-17 Westfield, Mass.
23-24 **WEEKEND OFF**
30-31 Cleveland, Ohio

September

1 Cleveland, Ohio
6-7 NAS Oceana, Va.
13-14 Indianapolis, Ind.
20-21 Duluth, Minn.
27-28 Fort Worth-Alliance, Texas

October

4-5 Long Beach, Calif.
11-12 San Francisco
18-19 MCAS Miramar, Calif.
25-26 Jacksonville Beach, Fla.

November

1-2 Randolph AFB, Texas
7-8 NAS Pensacola, Fla. (Homecoming Show)

For more information, contact the Blue Angels public affairs office at (850) 452-3955 or bapao@blueangels.navy.mil.

MyPay...

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vary by individual's service and status)

The myPay system provides information to customers around the clock. It is secure, using Social Security numbers and personal identification numbers (PIN) to safeguard information. By only receiving leave and earnings statements online, DoD civilians could help the agency save more than \$6 million annually.

Members of the Armed Forces, DoD civilian employees, military retirees and annuitants should use their Social Security numbers and PINs to log on the system at <https://mypay.dfas.mil> (the old E/MSS PIN also works).

Customers needing new PINs can click on "How Do I Get A New PIN?" in the Frequently Asked Questions section of the web site.

For more news from around the fleet, go to the Navy NewsStand Web site at www.news.navy.mil.

Navy Stands Up Space Cadre

October 2001, SECDEF directed all services to identify and actively manage its space experts. In July 2002, CNO approved Navy's standup of the space cadre. The Naval Space Cadre denotes Navy's highly experienced and educated group of space-qualified military and civilian personnel. It is not a community, but rather a distinct body of expertise residing within existing officer, enlisted, and DoN civilian communities called out for focused management due to its value to the DoN.

Officers in the space cadre are currently being identified based on holding a space subspecialty code (from postgraduate education or an experience tour) and will be receiving an email from the Space Cadre Advisor, N131SC, Captain Cheryl Spohnholtz, asking them if they want to participate. Eventually there will be a formal application and selection process (similar to the Acquisition Professional community) to identify new space cadre members.

Membership in the space cadre enables the officer to keep up to date on space issues, provides continuing education and training in space topics, and provides contact with other space professionals. The functions of the Naval Space Cadre focus on an end-to-end integration of space into all aspects of the Naval combat system and include: Plans, Policy, Requirements, and Resources; Science and Technology/Research and Development (S&T/R&D); Acquisition; Operations; and Education, Training, and Management.

Ultimately, the Cadre member's expertise, when applied to their parent community, integrates space capabilities into successful execution of the Naval mission. For more information, contact CAPT Spohnholtz, (703) 601-1292/ (703) 693-1456 or e-mail n131sc@bupers.navy.mil or spohnholtz.cheryl@hq.navy.mil.

COMPASS - A Spouse's Guide to Navy Life

by *COMPASS Public Affairs*

Merriam-Webster's Collegiate Dictionary – Tenth Edition defines a compass as a device for determining directions by means of a magnetic needle or group of needles; any nonmagnetic devices that indicate direction.

So what does a compass mean to the Navy spouse?

"Whether you're a new Navy spouse or a "seasoned" one, COMPASS is where you need to be if you are trying to find your direction through the maze of Navy life," said Carman Goblen, publicity chairman and COMPASS mentor.

Sailors typically learn all they need about Navy life and traditions beginning in boot camp and Officer Candidate School, according to Goblen. And until now, there was nothing that helped prepare the Navy spouse for his/her role. Spouses will learn those trivial details about naval traditions that come to mean more each day of a Sailor's life in the Navy.

Goblen should know. She's served as a command ombudsman and is a Navy wife for more than 15 years.

"This class still had lots of information to offer to me," she said. "No matter how much we think we know, there's still more to learn, and rules change daily with the Navy way of life."

COMPASS was developed by Rosemary Ellis and a committee from Naval Services Family Line. It's modeled after the Marine Corps spouse program L.I.N.K.S. (Lifestyle, Insights, Networking, Knowledge and Skills) used by Marine Corps families.

"This is a new and evolving program designed for educating new Navy spouses so that they better understand the Navy system," said Goblen. "The session will guide you through the basics of rate/rank structure; benefits and services; pay and entitlements; moving – better known as PCSing (permanent change of station) and resources."

"As a new Navy spouse, you will find this class one of the most important items to put on your "to do" list," Goblen continued. "Struggling with a new marriage is difficult to begin with, but add in an unfamiliar vocabulary of Navy terms, six month deployments, moving to a new area, enrolling kids in new schools and looking for a job. COMPASS will certainly guide you in the right direction."

The all volunteer team has many years of experience as Navy spouses, as well as a working knowledge of many of the programs discussed. You'll meet new faces, make new friends and walk away knowing more than you knew coming in.

For more information on COMPASS, visit their Web site at www.lifelines2000.org/familyline/compass/compass.asp.

lifelines Services Network [Go to LIFELines2000.org](http://www.lifelines2000.org)

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- Course Outline
- The COMPASS Experience
- FAQ's

NAVAL SERVICES FAMILY LINE
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Extra Drill Time Now Available for Naval Reservists

by Lt. John Filostrat, CNRF Public Affairs

Time is a premium, especially on drill weekends. There's often not enough time to get everything done. So Naval Reserve leaders have come up with an innovative way to allow for extra drill time each month this fiscal year.

Additional Training Period (ATP) and Reserve Management Period (RMP) guidance is available in COMNAVRESFORCOM messages (R 071902Z OCT 02 and R 010001Z OCT 02).

The additional training falls under Inactive Duty Training (IDT) funding. The force-wide RMP pilot program will help Naval Reserve unit leaders manage their units more effectively. The unit commanding officer can issue the RMP to whomever is doing administrative work, such as fitness reports and evaluations, orders or awards.

"RMPs can be used for day-to-day operation of the unit, accomplishing unit administration, training preparation, support activities and maintenance functions. The new program for this year

provides two officer RMPs and one enlisted RMP drill monthly to the majority of the force," said Lt. Cmdr. David Herschel, Director of Financial Management for Naval Reserve Forces Command.

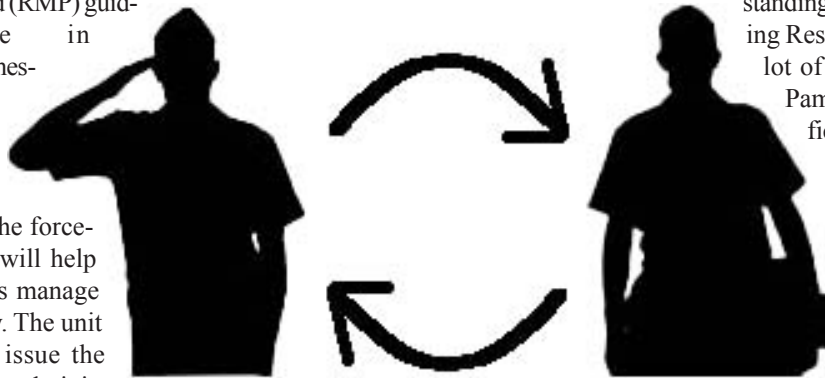
Herschel said RMPs can be used incrementally with two restrictions: there can be no more than one per day, and they cannot be combined with any other drills, including regular IDT.

"It's very positive. It's an outstanding program that allows our drilling Reservists to get paid for doing a lot of extra work," said Lt. Cmdr. Pamela Kramer, commanding officer (CO) of the Naval Reserve Center in Ft. Richardson, Alaska.

Kramer added that her unit COs are very happy because they asked for the program last summer, and it's now in place. "They feel like they've been heard," said

Kramer.

Volunteer Training Units and units already authorized ATPs are not eligible for the new RMP program. Eligible units are responsible for overseeing the program and ensuring that the correct type of drill period is documented on muster sheets.



Navy Launches DOD Suicide Prevention Campaign

by Darlene Goodwin, CNET Public Affairs

The Chief of Naval Education and Training (CNET) is joining other Navy commands in announcing a new Department of Defense (DOD) Suicide Prevention Campaign. Themes for the campaign are "Everyone Counts," and "Taking Action Saves Lives."

According to Capt. Jerry McNabb, CNET claimant chaplain and suicide prevention program manager, this issue requires continuous command emphasis. "We must become aware of who works for us and with us, and know what to do if they begin to exhibit suicide warning signs," he said. "Throughout the Naval Education and Training Command (NAVEDTRACOM), we are taking proactive efforts to reduce suicides."

One NAVEDTRACOM initiative in the suicide prevention process is the partnership that was recently formed between the Suicide Prevention Council at Naval Air Station Whiting Field in Milton, Fla., and the psychiatry clinic at Pensacola Naval Hospital. They worked together to refine the referral process for suicide risk cases, and the psychiatrist has provided additional suicide prevention training for council members. All

CNET commands have similar councils that meet regularly to assess suicide prevention and strategize on improvements.

"There is no margin of error in dealing with suicide prevention," said Lt. Cmdr. Kevin Kennedy, head of the Behavioral Health section at the Navy Personnel Command in Millington, Tenn., who holds a Ph.D. in clinical psychology. "It requires vigilance on the part of every Sailor, every day," he said. "A single needless loss of life is one too many."

Kennedy said indications of suicide risk may not always be clear. Key risk factors for suicide are the presence of mental health problems such as anxiety, depression, or a previous suicide attempt. "When these factors are present they may act in concert with situational difficulties such as relationship or job performance issues, social isolation, and financial problems," said Kennedy. "Risk increases during times of personal crisis, adverse administrative or legal action, and abusive alcohol use."

Campaign officials have developed the acronym "AID LIFE" as a tool to help in responding appropriately to the suicide warning signs mentioned above. The responses are:

- A- Ask the person if they're thinking about suicide
- I- Intervene immediately
- D- Don't keep it a secret
- L- Locate help
- I- Inform your chain of command
- F- Find someone, don't leave the person alone
- E- Expedite, get help right away

The campaign stresses the importance of getting help immediately, and notifying command leaders as soon as a problem arises. Individual responsibility is emphasized. "It is important that all Sailors know how to use the many resources available to them," said McNabb. Those include emergency care centers, Fleet and Family Support Centers, chaplains, and mental health clinics, among others.

Kennedy admits that asking someone if they are contemplating suicide is a difficult thing to do, but says that neglecting warning signs can lead to tragic consequences.

For further information, contact Kennedy at (901) 874-4256 (DSN prefix 882-), or e-mail 601b@persnet.navy.mil. Additional information is available at the Navy Behavioral Health Web site at www.persnet.navy.mil/pers601/index.html.

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News from the Top

A New Year has begun and we have been involved with Team Detailing for about a year. The program has been well received in the fleet and has evolved into a strong tool that supports individual Sailors in making good career decisions. Team Detailing starts at 13 months prior to a Sailor's projected rotation date (PRD) and provides two-way communications between the command retention team and the detailee to help the Sailor form reasonable assignment expectations prior to entering the order negotiation window. The order

negotiation window then starts at nine months prior to PRD and gives the Sailor three months to review online JASS and apply for jobs that they are qualified for based on the discussions from Team Detailing. The Sailor may negotiate on JASS up until six months prior to their PRD. At the six-month point orders negotiation should be completed.

You may always contact your detailee to discuss your career options and billets which would be most beneficial for you to apply. Detailers are interested in your career and have come from the fleet and will return there after their detailee tour. They

have a vested interest in your success and are more than qualified to join your command retention team in outlining a successful career for you. Be honest with them and let them help you. They need to know what your special needs or concerns are.

Navy Personnel Command continues to strive to find better ways to do things and encourage our best Sailors to stay Navy. Stay in contact with your detailee and your command retention team so you're up to date on SAIL programs which affect your life.

CAPT Mark Klatt, Director, Enlisted Assignments Division

Command Master Chief Detailee

By now, the vast majority, if not all of the CMDCM's, FORCM's, FLTCM's, and CNOCM's have had their former ratings officially changed to their "new" ratings. Orders and official correspondence from the Bureau should be utilizing

the correct ratings although there might be some older admin programs out there that may not recognize them. Please be patient as the fleet catches up with technology and we work the bugs out of the system. Congratulations to the latest selects to both the CMC program and the Senior Enlisted Academy (SEA) from the October board. Selection was keen and although the

authorized numbers were low, the Master and Senior Chiefs that were picked represented an outstanding field of candidates. The next board is in June 2003 and if you were not selected, please continue to apply. OPNAVINST 1306.2D remains the guidance for application to the CMC program and ENLTRANSMAN 9.24 for the SEA. Please see the April-June 2002 issue of *LINK* for

more particulars.

A reminder to those selected at the recent boards; be sure to call or e-mail us to discuss your SEA class placement or your assignment desires. Additionally, new CMCs will generally be assigned to sea duty for their first tour and

although you are authorized to change your rating badge upon selection, you will not receive the 9580 NEC or be authorized to wear the "Command" breast device until you are ordered into a 9580/CMC billet. As your new CMC Detailer and SEA Placement Officer, I look forward to meeting

and working with you all during my tour at Navy Personnel Command. Have a great Navy day.

*CMDCM(SW) R. T. Gudge
PERS 40FF*

Enlisted Assignment Division (PERS 40) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Enlisted Detailing LCPO (p40g):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p40g@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p40	Director, Enlisted Assignment Division	882-3543
p40b	Deputy Director Enlisted Assignment Division	882-3543
p40bb	Special Assistant, Director EAD	882-3510
p40cc	PCS Entitlements	882-3550
p40dd	Early Return Coordinator/EFM Detailer Liaison	882-3545
p40ff	Command Master Chief Detailer/Sea Placement	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	882-3542
p40g	Enlisted Detailing LCPO	882-3539

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Diver: Up 10 and Shift

For those of you who have been around in the Diving Navy for quite some time the words "Up ten and shift" do something for you. They may instigate excitement because you know you have some action to take, or maybe they conjure up some stress knowing there is a problem that needs fixing or maybe, for those who have grown accustomed to Navy diving, it is an emotionless signal telling you to change something. However you react, this is to put you on notice. Prepare to "Up ten and shift."

Under CNO's Task Force Excel (TFE) initiative, we in the diving community are preparing for several personnel management and policy changes. These changes will cause stress for some, excitement for others and many of us will simply take it in stride. From my point of view I see how TFE has the potential to help our community in many ways if we work it right.

On 31 October 2002, the Navy stood up the "Diving / EOD" learning center in Panama City, Florida in support of the TFE program. This Learning Center is one of 15 centers designed to manage all of the ratings of the Navy. The new command is in its infancy right now but it is steadily building it's personnel and policies in preparation for taking over management of training of Navy Divers. This management will include the mapping out of divers career paths for us to follow as we choose which duty stations and training we want to pursue, as well as being used to advance us as we successfully progress along it's five vectors. Additionally, the learning center will be an active arm of our community tasked with the job of ensuring that training for divers at the various diving schools is in line with what is needed out in the fleet. This will be done by soliciting from the fleet what the present jobs that Navy divers are performing and overseeing what these schools teach, and by ensuring they have the facilities and monies required to make the training successful.

We have ordered Master Diver Curtis into the Diving Learning Center to start preparations required to guarantee success in this new endeavor. During the construction of this process you may be called on to assist in one way or another, possibly by accurately filling out Job Task Analysis surveys, providing training requirements or

possibly descriptions of each diving job at your command. Whatever you are asked to provide remember that accurate input/information from the fleet is required to produce an effective product that will help our community. Our goal is to build the most effective training in support of our community and man the community with effective/qualified personnel.

Stand by for more exciting changes in the near future. We plan on breaking some old and ineffective SOP's and paradigms to make this work. And knowing divers the way I do, if anybody can make something work NAVY DIVERS CAN!

*Diving and Salvage Detailer
PERS 401DC*

EOD

As a new quarter starts I encourage you to communicate with your chain of command, career counselor and your command master chief to get the best career advice you need to stay Navy and progress. Your CCCs can provide you with the latest changes in Navy policy and that combined with the CMC being in constant dialogue with the senior enlisted leadership of the EOD community and our fleet counterparts can fill in the picture. Your CMC will know the latest information pertaining to critical fill billets and can best advise you on your next step.

With that said, we always need volunteers to fill essential billets. NAVSCOLEOD in Eglin, Florida needs instructors badly, as does EOD Training and Evaluation Unit One in San Diego. Without instructors at these two specific locations, the EOD community will not be able to properly train and graduate the new EOD Technicians, nor can we provide the essential tactical training required prior to fleet up to an EOD Mobile Unit after graduation. If interested, let your CMC know and we'll work together to get you into one of these billets.

If you are looking for shore detachments, keep in mind that most of the East Coast detachments have only 4 enlisted billets and they all have long waiting lists. I do need

Techs for China Lake, Fallon, and Det Yoko in Japan. EOD Technical Division has some new and interesting jobs available as well.

The community recently bid farewell to an exceptional Senior Chief / Master EOD Technician. Our EPMAC Readiness Placement Officer, ICCS Robert White retired following the recent annual EOD / DIVER conference in New Orleans. He greatly aided me in getting your orders out the past three years. Master Chief Jim Walker is his able replacement and I am certain he will do a fine job. Master Chief Rich Graves will start turning over with our current community manager, MCPO Steve Marshall. Both of my 'Buperian' peers have made my job function more effectively, which services you, the Fleet EOD Sailor better. Make sure you thank them in the future if you get the chance. Believe me, they are constantly working projects that improve everything from your rotation and placement status to specialty pay and bonuses.

*EOD Detailer
PERS 401DF*

Career Decisions

Carefully planning your career path is one of the most important things you can do. The billets and professional qualifications that you earn in those billets are a crucial ingredient to your success. Your superior performance in those assignments will contribute to your overall immediate and future career success. Your success with diverse and challenging assignments enhances your chances for promotion, especially as you strive into the "khaki" ranks.

The detailers receive phone calls from Petty Officers asking, "I've done a Leading Petty Officer tour and I also have earned my SCW pin, what else is there?" Don't lose sight of the total picture. Sustained superior performance and multiple Leading Petty Officer tours at different commands will expand your horizon and build upon your leadership skills. It is when you reach the senior levels that your leadership and technical skills matter the most!

Recently, the detailers have been receiving many phone calls from Seabees asking for easy jobs so that they can put all of their time and effort into college degrees. College is great and a lot of Seabees take classes prior to separating from the Navy to set themselves up for civilian life. You need to



find a happy medium to be able to balance both your job and your personal educational goals. It is good common sense to take classes while you are on shore duty. Realistic expectations, personal dedication and the ability to balance work and school will be critical to successfully completing after hours courses. College is looked at on selection boards, but more importantly to Navy promotion is "Sustained Superior Performance" and leading from the front. Promotion will come from taking the hard jobs and excelling, not simply from the number of degrees you earn.

A word of experience from the detailer chair - on the flip side of this issue, I also receive numerous calls from those wanting to return to active duty because the civilian world wasn't what they had anticipated. The most common complaints are "the pay does not equal what I made in the military," "the benefits were much better when I was in," and "I had much more time off to spend with family and friends when I was in the Navy."

I encourage you to explore all your options prior to making a decision that will affect both you and your family. Speak with your chain of command and career counselor to ensure you have all the facts necessary. We'd like you to Stay Navy.

*SW/EA/BU E6 and Below Detailer
PERS 401CE
UT/CE E6 and Below Detailer
PERS 401CD1*

Seabee Chiefs

I am CECS (SCW) Kevin Ormanoski, the new NCF CPO detailer, I'm reporting from a rewarding tour with NMCB 4. I am looking forward to this challenging assignment and hope to meet each and every one of you either by phone, E-mail, or in person as I make my way about the NCF. I will make every attempt to detail you to where you would like to go, but as you consider your next assignment keep in mind your career path. If you're on shore duty plan on returning to sea duty to an NMCB. You can stay competitive for advancement on shore duty by taking the challenging shore assignments. As you move up in rank you should realize that billet choices limited, and I would ask you to be flexible as you plan your next assignment. There is more to the NCF than just Gulfport or Port Hueneme, don't plan your career by trying to stay in one area for 20 years. I look forward to working with you if you have any questions or concerns feel free to contact me.

*E7 Detailer
PERS 401CC1*

Instructor Duty For Top Seabees

Instructor Duty billets are very important billets and we are looking for highly motivated and squared away E5 and E6 people to fill them. Currently the Seabee training (NCTC) sites, which are located in Fort Leonard Wood, Missouri, China Lake, California, Port Hueneme, California and Gulfport, Mississippi need top caliber Seabees. This is a great opportunity in several areas including: advancement, to acquire your Master Training Specialist designation, to hold leadership positions and to directly influence the future of the Naval Construction Force.

Do you have what it takes? The requirements for instructor duty are: be a hard charger, SWC Qualified, an above average performer and most importantly, be within all PFA standards.

*CM/EO E6 and Below Detailer
PERS 401CF1*

Promotion

Congratulations to all of our new petty officers! Now that you have put your new crow on, what have you done to prepare yourself for your next advancement? Yes, your next promotion. Now is the time to start with your professional courses, leadership courses and studying. Military requirements are a must study requirement with the addition of this category to the advancement exams. Have you earned your warfare pin? When was the last time you were in a NMCB? Looking at the overall results, those personnel in NMCBs did very well with their promotion percentages.

For those chiefs and senior chiefs preparing for the selection boards, have you ordered you microfiche and Performance Summary Record (PSR) to verify that they are current? Have you put together a package for the board? Have you asked a Master Chief to look at your record and package to see what if anything you are missing? Don't duplicate pages already in your record, the board members have hundreds of pages per candidate to look through, but they will and do look at everything sent in. Packages sent in, however, do not become a permanent part of your service record. A separate copy must be sent to the proper

PERS code to initiate a change.

*RAO & E8/9 Detailer
PERS 401C*

SEAL Link

Naval Special Warfare is currently engaged in the Global War on Terrorism. Motivated and qualified SPECWAR candidates are encouraged to submit packages for BUD/S in accordance with MILPERSMAN 1220-100. See your command career counselor for more details and check the web at www.swcc.navy.mil.

If you are currently a member of NSW, and are interested in advancing your career, you should consider a rewarding and career enhancing tour overseas. We currently have billets at NSWU-1 and NSWU-4. Both of these commands are type 4 duty, meaning if you are eligible for the E7 to E9 selection board, you will earn the maximum points allowed for the type of duty you are currently in. For the FY-03 CPO selection board, those members serving in type 4 duty received 20 points towards selection compared to 5 points for those at shore duty and 10 points for those at regular sea duty. The units abroad stand ready to respond to any crisis each and every day. Apply now and get involved!

If you have done your time at SEA and are ready for some shore duty, we currently have several billets in the chief and senior chief paygrades at the Naval Academy in Annapolis, Maryland. These jobs offer an excellent opportunity to groom future naval leaders, while earning a college degree, or simply having quality time with your family. These billets are ready for immediate fill, so contact me now.

*SEAL Detailer
PERS 401DE*



SWCC

There are many misconceptions about close looping and source ratings in the SWCC Community. Personnel holding the NEC 5350 or 5351 are not required to cross rate since they are not close looped. Personnel with the 5352 NEC are close looped and are required to convert to a source rating. The source ratings are BM, DC, EM, EN, ET, GM, HT, IC, IS, MM, MR, MS, OS, QM, IT, and SM.

The SWCC SRB rates change frequently, so I encourage you to check with your career counselor or chain of command to make sure you have the latest rates published.

NSW Force 21 is based on Squadron deployments and a twenty-four month cycle. This cycle means that PRDs need to align with the deployment and training cycles. To stay at your SBT you need to have 24 months left on your PRD when you return from deployment.

If you do not have enough obligated service and PRD time to complete the next cycle you have a few options.

Option one, upon completion of sea tour, roll to shore.

Option two, obliserve for another deployment cycle.

Option three, if you don't want to continue the next deployment cycle, but have not fulfilled your sea obligation seek another duty station.



The Force 21 billet structure and the 24-month deployment cycle does not support other options.

The key to career planning is to actually plan. Make sure that you work with your Command Retention Team, they will enable you to meet you career goals and increase the chances that you end up where you want to be.

*SWCC Detailer
PERS 401DI*

Seabees/SPECWAR/SPECOPS/Diver (PERS 401) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the EOD Detailer (p401df):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p401df@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p401	Branch Head	882-3569
p401c	Branch Master Chief	882-3571
p401a	Seabee Admin Assistant	882-3575
p401a	SEAL/EOD/Diver/SWCC Asst.	882-3622
p401c	RAO/All E8-E9s	882-3571
p401cc1	All E7s	882-3559
p401cd	CE/UTE1-E6	882-3570
p401cd1	CE/UTE1-E6	882-3565
p401ce	BU/EA/SW E1-E6	882-3556
p401ce1	BU/EA/SW E1-E6	882-3653
p401cf	EO/CM/E1-E6	882-3567
p401cf1	EO/CME1-E6	882-3568
p401d	SEAL/EOD/DIVER/SWCC RAO	882-3560
p401de	Special Warfare	882-3563
p401df	EOD	882-3564
p401dc	Fleet Diver	882-3561
p401de1	In-service Recruiter	882-3574
p401de2	SEAL HME1-E6	882-3572
p401dh	Schools Coordinator	882-4261
p401dh2	Special Warfare PH	882-3557
p401di	SWCC	882-3573
p401de2	SEAL HM	882-3572
Fax	882-2716	

Pers 402A

As announced in the October-December 2002 link we have reorganized PERS-40 to provide better customer service to the Surface Navy! Surface engineering, admin/deck/supply, surface combat systems and sea special programs have joined together to form a single Enlisted Surface Assignments Branch (PERS-402). This change allows shipboard command retention teams "one stop shop" and better aligns our organization by function as with the Enlisted Submarine/Nuclear Power Assignments (PERS-403) and the Enlisted Aviation Assignments Branch (PERS-404).

Individual sailors in the fleet will not notice any change in the quality service they've been receiving. However, this change simplifies communications between Senior Navy Surface Leaders and the Navy Personnel Command on Enlisted assignments. Commands are still encouraged to resolve issues at the lowest possible level but there is now another conduit available to address concerns, review decisions and resolve problems as required.

Please do not hesitate to contact me on behalf of your Surface Sailors.

*LCDR Andy Jones
PERS 402A*

Interior Communications Electrician

Changes for IC'S

A lot of big changes are around the corner. A revolution in everything from training to ratings will happen in a short time. Take a look at this website to increase your awareness in what is going to happen. www.NKO.navy.mil.

NEC Issues

We have 35 NEC's in the IC Rating. We continue to send sailors to our "C" schools for advanced training. However, your current command or ultimate duty station must have a valid requirement for the NEC that is attached to the billet.

Also, availability for specific "C" schools is a factor that must be considered when negotiating for orders.

Planning

Make sure you plan ahead for your ca-

reer. Prior to the 9 month window, talk to your career retention team about your options and what you want to do. What coast would you want? What challenging sea and shore billets would you take? During the negotiation window, look at JASS and apply for those billets you would like. During the 9-6 month window you will have 6 JASS cycles to choose from so make the most of this time. Also, take a good look at PRECOM duty. From a leadership and training standpoint, PRECOM duty can be very rewarding.

*PERS 402 IC
IC E1-E8 Detailers*

Damage Controlman

We have made some more changes to the DC Detailing Shop. DCCS (SW) Shelton has assumed the job as Rating Lead and E7-E9 detailer. DCC (SW) Vetter has moved into the E5-E6 Detailer desk and DC1 (SW/AW) Black to the E1-E4 Detailer position. We are committed to providing you with the most career enhancing billets available. Here are a few things that you can do to help us help you. Apply on JASS for available billets nine months prior to your PRD. Talk to your Command Career Counselor. He/she should be able assist you with the application process. When applying, Use all five of your choices. This will give us a better opportunity to detail you to your desired billet. For shore duty billets, consider Recruiting, Company Commander or Instructor as these rewarding and challenging jobs provide an opportunity to positively impact your career and mold our future Sailors. Make certain you are competitive for advancement by **TAKING POSITIVE CONTROL OF YOUR NAVY CAREER**. We are looking forward to hearing from you. HAVE A GREAT NAVY DAY!

*PERS 402 DC
DC E1-E9 Detailers*

Electrician's Mate

Our community has seen advancement rates to all pay-grades that are far and above any in recent history. As a result of this unprecedented retention and advancement. Electrician Mates now have an opportunity to look into other career choices.

The first option is to consider other rates that have better CREO group availability. That is, they get advanced quicker. Review all the options that are available with your career retention team and select a career choice early.

Another option that will make you more competitive is to choose the more difficult route to success while staying in the electrical rating. One way to accomplish that is to get every qualification possible while doing back to back sea duty. If you are up for shore duty, I recommend that you choose the challenging, career enhancing shore duty billet (i.e. Recruiting or Recruit Division Commander Duty).

The future of our rate is bright, we are going to keep the right people in our rate. I encourage everybody to use your chain of command, command career counselors and to contact your detailers early in your PRD window. We will work with any realistic request that we receive to better our Sailors and the future of our Navy. Remember that every day in the Navy is a good day!

*PERS 402 EM
EM E1-E9 Detailers*

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page two's and EFM packages are updated prior to you negotiating for orders. All requests should be submitted 9-12 months prior to your PRD. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements, they will receive orders in accordance to Manning Control Authority priority.

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. We are looking for the best in the rate. Requirements are at least 5 years of propulsion and generator experience. If you are up to the challenge and interested contact detailers at FTSC/LANT Norfolk to set up for a Pre-test.

*PERS 402 EN
EN E1-E9 Detailers*

Hull Maintenance Technician

Advanced Welding schools are open. They are located in Portsmouth, VA, San Diego, CA, Bangor, WA and Pearl Harbor, HI. The prerequisites for attending this school will be updated in the next revision of NSTM 074 Volume 1. However for now the most important thing to remember is that this is an advanced welding school and students should have a solid welding background in TIG and SMAW. If you are unsure of the course requirements, please contact us and we will put you in touch with the schoolhouse for more information.

We are also looking for HTs interested in the NDT field. Currently a fully qualified NDT Examiner, NEC 4946, who is filling a valid 4946 billet is eligible for Special Duty Assignment Pay (SDAP) of \$165 a month. Please contact your career counselor for more information concerning eligibility requirements.

Many of you within your negotiating window received a NAVAL message notifying you to begin preparations for contacting your detailer about your next PCS move. These messages are a reminder to you (and your family) to begin talking to your career counselor and or LCPO/LPO about what to expect when contacting your detailer. Please understand that we as detailers try to meet the needs of both you, the Sailor, and the needs of the Fleet. If you are enrolled in the EFM program you need to update your records. This update must be done every three years or prior to transfer. If you are requesting spouse co-location your 1306's should be sent approximately 12 months prior to your PRD to allow us the extra time it may take to coordinated with the other detailers involved.

Congratulations to all of the newly selected CPO's and newly advanced petty officers.

*PERS 402 HT
HT E1-E9 and "C" Schools Detailers*

Machinery Repairman

School update

In case you did not know, the Computer Numerical Control (CNC) Machinery "C" School (NEC 4404) has been relocated to San Diego. This curriculum has been revised and resulting in a very advanced course. Successful completion of the course carries with it a professional certification in CAD/CAM and CNC programming/operation. This school is mathematics intensive. Math skills should be reviewed and upgraded prior to attending the course. The school seats are in very high demand and will usually be granted to personnel ordered to a specific billets requiring CNC qualification.

Let me take some time to talk about advancement. Duty tours that selection boards look favorably upon are: RDC, recruiting, instructor, and overseas duty. Off-duty education and civic involvement are always important. It is now time to stop putting off getting that warfare pin. As always, sustained superior performance

is a must. A good guideline is to be working on the requirements for the paygrade two above you. This means that MR2's should be completing requirements for MRC. Maintain that mindset and soon you will be the EP candidate. This year we selected Chief Petty Officers in double digits numbers for the third consecutive year. MR advancements should continue to improve in the next few cycles. So don't give up. Keep studying hard to improve your chances. Are you doing all you can to make sure you are truly competitive? By the way, congratulations to all of the new MRC's out there.

*PERS 402 MR
MR E1-E9 Detailers*

PERS 402B

Personnelman

Are you a PN2 to PNCS completing your Sea tour and searching for a challenging shore tour in which to demonstrate your abilities and assist Sailors in making decisions about their careers? If so, expand your search by reviewing the available classifier (2612) jobs currently advertised in JASS. As a classifier you will play a key roll at the very beginning of naval careers. As a bonus you will spend four weeks at the classifier school in sunny Pensacola, FL enroute to a challenging, career enhancing shore assignment where you may also be eligible to receive Special Duty Assignment Pay (SDAP). These billets also open the opportunity of being stationed in many more geographic locations.

*Lead Personnelman Detailer
PERS 402CE/PERS 402PN*

Mess Management Specialist

We receive numerous phone calls on a regular basis from service member's requesting to be released into special programs such as Recruiting, Physical Security, PRECOMS and Brig Duty. Due to our current MS inventory and priority requirement to fulfill critical MS billets both ashore and at sea it is not feasible to accommodate all special program requests. It is important to remember that your MS Detailer has specific requirements in fulfilling priority MS billets to ensure fleet readiness of our United States Navy. Be sure to take this into consideration when negotiating for orders with your MS Detailer.

*MS E1-E4 Shore Duty Detailer
PERS 402EC*

MS Aircrew

If you're interested trying an exciting billet as a flight attendant on VIP aircraft, check out our website at www.bupers.navy.mil/pers405/1-air_crew.htm. It has a list of all the minimum requirements to become a Naval Aircrewman. I need shore duty eligible candidates to work at VR-1 at Andrews AFB in Washington, D.C. I also have a couple of Aircrew billets in Sigonella, Sicily for either sea or shore eligible personnel. If you have any questions at all regarding MS's as Aircrew, please feel free to call me at COMM (901) 874-3717 or DSN 882-3717. I'll be happy to talk with you about what the duty entails. It's a great opportunity to try some-

thing new and travel to some fabulous places!

*MSE1 – E4 SEA DUTY/ 'A' SCHOOL DETAILER
PERS 402EC5*

Ship's Serviceman 'C' School Quota Request

Commands requesting a SH "C" school quota should send an e-mail to P402sh1@persnet.navy.mil at least 30 days before class convening date to ensure that the quota is available.

The following information needs to be on the e-mail: Member's name, social security, class convening date, and particular school (ROM II/Barber) you are requesting. After receiving your request, I will send you a message to confirm your request. If the class is not available, I will e-mail you back to provide you the available dates. ROM II school are available in San Diego, Ca ; and Norfolk, Va. Barber school seats are available in San Diego, Ca; Norfolk, Va; Bangor, Wa; Mayport, FL; and Pearl Harbor, HI. If you have any questions concerning SH "C" school please don't hesitate to call or e-mail me.

*SH E5, "C" School Detailer
PERS 402SH1*

New ROM II System Brings Changes for Ship's Servicemen

ROM II is in... ROM I is out. ROM I is slowly becoming a distant memory for even the most seasoned Ship's Servicemen as the fleet-wide rollout of ROM II heads towards completion this fiscal year. At this writing there are now 160+ ships operating the ROM II system including the ashore ship stores at San Nicholas Island and Diego Garcia.

New Website/Resource Disk

In June 2001, NEXCOM Ship Store Program produced the first Sales and Services Resource CD, which is a one-stop resource for shipboard Ship's Servicemen and Sales Officers. The Sales and Services Resource CD contains the most current ASL/ACB listing and a plethora of references for S3 division. In October 2002 Ship Store Program included these same great references on the NEXCOM Ship Store WebPages to increase the availability for customers ashore and afloat. More great changes are in store for the web page in the near future. Check out the NEXCOM Ship Store web page at www.navy-shipstore.com.

New Training

ROM II has invaded the SH schoolhouses! SH "A" school students will soon be using Electronic Point-of-Sale (EPOS) cash registers and Portable Data Terminals (PDTs) in the mock ship store classroom in Meridian, Mississippi. Our newest "A" school graduates will hit the fleet ready for ROM II. The ROM II "C" school has officially replaced the old ROM I course and is up and running in both San Diego and Norfolk. The course is now three weeks long and class convening dates are scheduled for the entire year. NEXCOM's Ship Store Program provided Subject Matter Experts (SMEs) and the initial training materials through its Fleet Assis-

tance Teams and procured all of the hardware to support the new ROM II course. The SH detailer is now including ROM II "C" school in PCS orders to sea. Additionally, ships can contact quota control at the schools for TAD quotas. Don't forget that informal ROM II training targeted to meet your ship's specific needs is also available from your Ships Store Fleet Assistance Teams.

New Exams

When will ROM II be tested on the advancement exam? This question is on every Ship's Servicemen advancement candidate's mind. With ROM II fleet implementation nearly complete, the Navy-wide advancement exam will start testing this material on the 180 series SH1, SH2 and SH3 exams that will be administered in September 2003, and on the SHC exam for January 2004. The main study source for ROM II material will be the Navsup P487 (ROM II), which is currently NEXCOM instruction 5230.8. Refer to the bibliography for a complete list of recommended study material. The bibliography for September's exams is posted in March on the Navy Advancement Center's Web site, www.advancement.cnet.navy.mil. Most references can be obtained from NEXCOM's Resource CD or the NEXCOM Ship Store web site. Additionally, a new SH Non-Resident Training Course with ROM II material is in the production phase.

*NEXCOM Ship Store Program AND SH Exam/NRTM Writer,
NETPDTC*

Storekeeper/Aviation Storekeeper JASS Applications

When considering your next tour of duty, first, consider the following: Would location be more important or type of duty? Likewise, for married members, it's highly recommended to discuss your next set of orders with your spouse to assure a smooth transition and alleviate potential problems that might arise during your move (i.e., house prices, rent, jobs, schools, etc.).

Next, communicate your desires to your command career counselor for eligibility so he or she can apply you to the billets you are interested in through JASS. We cannot consider you for any billets if you do not apply through JASS. You can apply to as many as five billets on JASS. So make sure all five billets are equally important to you when you are selected for one of them.

If you are undecided at this time, get with your command career counselor to discuss options available to you and that meet your requirements before you call your detailer.

As we push for earlier contacts with our sailors, it is absolutely essential that everyone in the chain of command be involved in educating our young sailors about opportunities and various programs available to them. Early planning and preparation is the key to a successful move. Make use of all resources available to you in selecting your next tour.

Master-at-Arms

MA1 Burpo staffs all requests for Military Working Dog, 2005 school. Personnel interested in becoming a dog handler need a recommendation from a 2006 Kennel Master or Kennel Supervisor. Paygrades E-4 to junior E-5 are the targeted rank for this NEC.

Personnel who possess the 2005 NEC will be detailed to 2005 billets only. Those who no longer wish to possess this NEC or

“drop leash” will not be detailed back to the program. MWD handlers go where the priority 2005 billets are, which means their choices are significantly fewer than the 0000 MAs. Current 2005 sea/shore rotation is 36 inconus, 36 oconus.

Current dog handlers negotiating for orders will be screened by their LEPS assessment team to ensure member they are fit for continued service within the MWD program. Any personnel interested “picking up a leash” should contact MA1 Burpo within their 12-month window to allow for proper screening and school availability dates. “In Canis Confiderus”

*MA E1-E5 Detailer
PERS 402DF1*

Quartermaster

Sailors have to make choices everyday and here is some help with the simpler, but not always the obvious ones. Show this to your friends.

First, choose to qualify for an Honorable Discharge. Easy to do, stay out of trouble, wear the right uniform, do what you are told and you can qualify. Qualifying for an Honorable Discharge for some sailors is very difficult, for some, impossible, but getting an Honorable Discharge means the you have earned the gratitude of the United States for your service. It's a big deal and easy to forget how important it is to serve honorably.

Second, save money, contribute to the Thrift Savings Plan. It's your and your family's future. Plan to use the GI Bill and Tuition Assistance. In 20 years I have met a lot of folks who made themselves smarter and no one who made themselves dumber. Education has the single biggest influence on the earning power of a person and money has the biggest influence on the security of a family. You work hard. You and your family deserve the best of everything.

Third, learn your job. Knowledge is the connection you make between information and thought. Learn to learn. You will never truly know anything unless you understand it and study it. Make flash cards, ask questions, get a study buddy, but at all costs, learn your job.

Finally, get your qualifications done. “Under instruction” means not good enough. Qualified means “good enough.” Watch qualifications are most important, then warfare, then more senior watch qualifications.

The Navy will always need good Quartermasters, please continue if you are one, but also please become one if you are not.

Have fun, drive safe and please call us anytime; the worst thing that can happen is you'll get the machine, but we guarantee we will return your call within 72 hours.

*QM E6-E9 Detailer
PERS 402DE*

Boatswain's Mate

Welcome Aboard to our new detailers, BMCS (SW) Dewhurst E-7 above detailer, Harbor Pilot and BM1 (SW/SCW)Palabrica E-5 Lant detailer.

The next time you select your follow –on tour of duty, you will find that detailing procedures have changed since you last contacted your detailer. When you enter your nine months PRD window, you no longer need to contact your detailer directly to nego-

tiate for next set of orders. All you need to do is sit down with your Command Career Counselor and apply for the available jobs that interest you. JASS takes the detailer's requisition and allows you to apply as many as five jobs that interest you per requisition cycle.

The detailer will review each new requisition and at 1700 on Tuesday and they are released for you to see and make the applications. Keep in mind that the entire fleet can apply for the same job that you might want. Once the application period closes, usually the next Wednesday, the detailer will take a look at all applicants for the job. Selection factors include NEC qualification, cost of transfer, Take up month of billet, PRD of the individual and the level of experience needed for the billet. The result of the billet selection will be available for the download at 1900 CST on Friday after the application period closes. The requisition cycle is usually two weeks from the opening of one requisition to the opening of the next one.

Use your application wisely. In three months you have a total of six requisition cycles to select your billet. When you reach six months prior to your PRD and you still have not selected a billet, a billet will be selected for you from the top of the requisition.

Limited duty, spouse collocation and special cases will still be handled on a case by case basis. Detailers are not normally available to answer the phones on the first Monday of each new requisition cycle while they prepare the new requisition for release to the fleet.

I would ask all Boatswain mate's, junior and senior, to plan your career now! Take advantage of what the Navy has to offer, pursue duty that will enhance your career and set you apart from your peers. Communication with your detailer is important! Keep in touch, you can contact us anytime.

Currently the rating is in good shape, but we could use more hard working BM's in the E3/E6 paygrades. Advancement in BM rate is excellent right now.

BM E5 LANT Detailer, PERS 402BM2

Disbursing Clerk

We would like to take the time to say a few things that we hope you take to heart to make your negotiation for your next set of orders a little smoother.

JASS is here to stay. However, JASS was never developed to take the place of talking to your detailer. CALL US! We are here to assist you in any way possible. Make it a point of calling your detailer as soon as you get the 12 month message or reach your 13 month PRD window, even if it is to tell them that you are planning to separate, convert, etc.

Don't wait until the last minute to negotiate orders. You can begin negotiation at the nine-month PRD window and you must be under orders by the six-month PRD window. Your bargaining power diminishes the longer you wait for orders. Pick up the *Link/Perspective* magazine and see when you have to be under orders.

If you wait until the last minute, chances are you that the billet that you have been waiting on will be gone.

Contrary to popular belief, we do NOT hold billets on JASS (JASS makes that impossible).

We open our JASS billets based on the number of available rollers that we have. If we have 6 DK2's rolling to sea duty, we open 7 billets which is 110% of our requisitions. Also, we do NOT create billets just to get you where you want to go.

We do NOT put people into lower paygrade billets. For example, while it is true that we occasionally send DK2's into DK1

billets, we do NOT put DK1's into DK2 billets or DK2's into DK3 billets. If you are an E5, you need to fill an E5/E6 job, not an E4 job.

Our C-School for Independent Duty is being under utilized. We write the 2905 into E5 and above going to sea, but if you are at your command and they will allow you to go TAD, why not ask. Also, the school is now open for E4s using the STAR program.

*DK Detailers
PERS 402FE/FE1*

Yeoman

We frequently receive requests for curtailment of shore duty to further a Sailor's career by obtaining a Warfare Designator.

Because of the current gap in Shore Billets the command and Sailor must accept the following criteria when requesting curtailment of shore duty:

Commands must be willing to accept up to an 18 month gap in your billet. This means a relief may not be onboard for as long as 18 months after you leave.

You must be willing to accept a hard fill billet. The billet will be negotiated with the Detailer to orders that are considered a hard fill.

You must be requesting to leave within the next nine months.

You must have completed a Minimum Activity Tour of 24 months.

If you have any further questions regarding this contact your detailer.

Legalman

There have been a lot of questions in the past few months about Sailors that enlist in the Navy under the Legal/Law Enforcement (LLE) GENDET Targeted Enlistment Program (GTEP). I hope the following guidance can clear up your unanswered questions:

Personnel are enrolled in LLE/GTEP upon enlistment in the Navy with a guarantee of attending either Naval Justice School or Master-at-Arms "A" School.

Upon graduation from Boot Camp, personnel enrolled in this program will be issued orders to their first command for a period of 18 months. The gaining commands are to ensure that these personnel are assigned an ACC of 108. The ideal scenario at this point would be for the member to be assigned responsibilities in the area of their qualifying field for preparation and training. After approximately 12 months on board,

those personnel that have elected to attend the Naval Justice School are required to submit a package IAW JAGINST 1440.1C to the LN detailer at Pers 402B. Although guaranteed this program upon enlistment Sailors are still required to submit the same documents required for a rating conversion. The Sailor's Classified or Recruiter should have verified the basic requirements upon their enlistment (i.e. education, ASVAB scores, citizenship and security requirements), as well as informed the member of the minimum typing skills required upon submission of their package. They should also be informed of the possibility of losing their eligibility due to misconduct or drugs.

*LN/NC/DM DETAILER
PERS 402LN*

Navy Counselor

In the past year, Navy Counselor billets have been established on all of the FFGs and Aviation Squadrons. These were excessive and our inventory cannot support filling these billets in a timely manner. Typically, I have 65 – 70 NC1 sea duty billets to fill each requisition cycle and at the most, 2 NC1s rolling to sea duty in the upcoming 9 months. The Fleets have prioritized the billets, therefore the JASS offerings are limited to the top priorities that have been established by the MCAs. It will not be uncommon to experience 18-24 month gaps in these billets. Commands need to contact their Placement Coordinator at EPMAC to discuss the needs for minimizing gaps. If I have no rollers, I cannot fill the billets. The Fleets have initiated NC2 billets on all of the CV/CVNs and LHA/LHDs. This means that NC1s will be free to take challenging and gapped NC1 sea duty billets.

Please be reasonable and open minded when selecting your future assignment. Although some would enjoy the luxury of staying in the same geographic area for your entire career, this may not always be possible. There are extremely limited shore duty billets in Norfolk, San Diego and Jacksonville and it simply is a timing issue. If you are in your window and the billets are available, then the stars have lined up for you. I am experiencing shortfalls in billets in Japan and PACNORWEST.

I encourage you to accept the challenges at these commands. This will make you more informed and well-rounded as a Navy Counselor.

*LN/NC/DM DETAILER
PERS 402LN*

Religious Program Specialist

As I mentioned a few issues ago, timing is everything. At that time I was encouraging folks to go to special programs. Well, those days are over. We are not in a position to release folks to special programs. If you have reached a point in your career and have the desire to pursue another occupational field, then it might be time to consider applying for a rating conversion. Remember, simply applying for a rating conversion does not warrant automatic approval. Possessing the required aptitude (test scores) for the desired rating is critical, and serves as the number one attribute during the reviewing process. We strive to ensure success, by protecting the individual Sailor with regard to future career potential, and overall stability of a rating community. Rating conversions are highly encouraged from a CREO 3 to either a CREO 1 or 2 rating.

Many of you have heard that the rating is overmanned which should indicate that a release to special programs would be supported. Let me give you some rough numbers to mull over so you understand why you cannot be released and when considering your career choices.

There are 882 RPs on active duty. 61 are in a non-distributable category like school, or limited duty, or pregnancy. That leaves 821 that I can work with. These 821 folks are to fill 817 jobs. Now I'd like to break down the 817 so you can see what jobs I need to put you in:

- 362 are sea duty, the small amphibians and cruisers don't take women
- 175 of those sea duty billets are FMF duty (All but 41 are for men only)
- 455 shore duty
- 97 of the shore duty billets are base support units requiring the 2401 NEC to support Marine Units
- 46 for fleet hospitals and Seabee units requiring the 2401 NEC

If you do not hold the 2401 NEC you severely limit your sea duty opportunities and that may affect your competitiveness for chief. Advancement in the RP rating is tight and will remain tight as long as the rating is over 100% manned. To make yourself competitive up through E6 you need to have sustained superior performance and test well. When you start going in front of the Chief's board there are other things to consider. Have you maintained your sea/shore rotation? If you have consistently gone shore to shore the board will not look

kindly on that. You need to go to sea and earn your warfare pins. It is necessary because of the variety of duty stations available to you that you earn your EAWS and ESWS but also your FMF and possibly your SCW pins. You come from a very competitive, well educated, professional community and you need to keep up.

The health of the RP rating is always at the top of the Chief of Chaplain's priority list and we work closely to find solutions to the manning problems associated with the community.

Journalist

It is your career, manage it. When I talk to JOs about their career progression the need for a ship and warfare pin often comes up when they are senior second classes or first classes and have the chief's board looming. I encourage you to get your warfare pins at the earliest opportunity so that you have it when you need it.

Frequently a JO had a ship earlier in their careers and didn't get the pin because it wasn't required, they were not of sufficient paygrade to get it, or they just didn't care because they were going to get out after their first hitch. We have limited shipboard billets for JOs because much of our sea duty is broadcasting overseas, if you are on a ship now, don't miss the chance to get your warfare pin. A ship might not be available later when you need it.

*RP/JO Detailer
PERS 402JO*

Photographer's Mate

Greetings from beautiful and exciting Millington, TN. I hope you all enjoyed your holiday season and had a happy New Year celebration! I'm PHCS(AW/SW) Cathy Brenneman and I have relieved PHC(AW/SW) Tom Coffelt as the PH detailer. I just completed a wonderful tour with a great team of young photographers on board USS HARRY S. TRUMAN (CVN 75) and I look forward to serving as your next detailer. I will do my best to match your career needs along with the needs of the Navy.

One of the first things I learned, as the rookie detailer is that timing has a lot to do with your next assignment. Remember that your negotiation window begins nine months from your Projected Rotation Date (PRD). I highly encourage you to contact me as early as one year from your PRD so we can best exercise all your options.

The more lead time we have at the start of the negotiation process, the better your opportunity to be guaranteed your choice of assignment and hopefully earn an NEC enroute.

In closing, I would like to announce that effective January 2003, I will be moving my detailing operation from PERS 404DL to PERS 402PH. My phone number will not change; however, my new e-mail address will be P402PH@persnet.navy.mil.

Until next time, work hard and play safe! I look forward to speaking with you soon.

*PH Detailer
PERS 402PH*

PERS 402C

CDR William Boozer from Commander, Second Fleet staff relieved CDR Matthew Wisniewski as the Head, Surface Combat Systems Rating Assignments Officer, Pers 402C.

Detailing Made Easy

The *Link/Perspective* magazine is one of the best ways for detailers to communicate policy changes and rating news to the fleet. Things to consider when contemplating your next career assignment:

- Where am I presently serving? If I am in a Type-1 CONUS shore or Type-6 Overseas preferred shore duty what should I expect the detailer to sell me? The answer is pretty simple, Type-2 CONUS sea duty or Type-4 Overseas sea duty. Combat system ratings are all sea intensive ratings that require professional technicians to serve at sea to keep the fleet underway. Every Sailor, who over tours ashore, hurts a Sailor awaiting a chance at that pristine shore billet.
- Where have I served before? Consider your past tours of duty, maybe your last ship was a CG, maybe it's time to try a pre-comm DDG or FFG. Selection Boards look at the variation of duties and location when considering your next advancement. Personnel who volunteer for that Type-4 Forward Deployed Naval Force (FDNF) ship in Yokosuka, Japan may have an advantage over one equally qualified who chooses a like billet CONUS.
- What Navy Enlisted Classification (NEC) do I have and do I need more training en route? In a time where TEMADD training funds are tight, it is important to think of what schools do you really need to succeed. For example: Every IT can not be a network administrator. Billets usually show a NEC needed for the job. If you already have the NEC, that makes you very competitive for the job on JASS, or if you have a prerequisite NEC that helps you get that needed NEC, also helps you get that job. The U.S. Navy spends millions of dollars on training the world's finest sea service. Consider this, some Sailor's have had 1-2 year training pipelines before ever getting to the fleet, should I ask for another 6-12 months of training? The exception for retraining is when advancement drives a technician to managerial/ supervisory positions.
- I am up for shore duty, what should I expect? The best time to ask for that Type-3 Overseas (Sea Credit) duty is at the completion of that successful sea tour. Detailers will normally approve the Type-3 request after a successful sea-tour and you have earned that warfare pin. The mix of Type-2 or 4 to Type-3 duty is attractive to selection boards looking for that next CPO.
- What is the best shore duty for my career path? Instructor duty is very career enhancing, as is Recruit Division Commander, Recruiting, and Enlisted Detailing. If your rating can support release to RDC or Recruiting, look at the CNO priority placed on these "Sailorization" billets. Also, Special Warfare is always looking for good candidates, this is also a good route to explore.
- What will make my detailing process successful? Early planning, right Sea-Shore expectations, willingness to move, and knowing what you are eligible for based on your situation.

Rating Specific News

Hot Breaking News for ETs and FCs

Want a new school, another warfare device, or different color shoes? A new initiative called "Perform to Serve" is on the way. It will be used as a force-shaping tool to ensure that personnel in overmanned ratings are given the opportunity to crossrate into

lesser-manned ratings of like technical ability. Currently the process is to begin with ET's and FC's, which are each manned over 115% and give Sailors the opportunity to convert to the AT/AW ratings, which are undermanned. First term sailors should start thinking of the possibility of conversion while we work out the details. Some of the benefits of the conversion will be: expanded training, higher SRB levels and increased advancement opportunities.

ET's are needed at sea in the Norfolk Fleet Concentration Area. ET's returning to sea need to look hard at the ships homeported in Norfolk and Little Creek on JASS.

CPO's/LPO's in the FC community need to get involved early in their Sailor's detailing process, waiting until 7 months before PRD usually results in missed opportunity. 13 months before a PRD is the optimal time to explain the detailing process and contact us to help develop their expectations. Between 9 and 8 months, if your Sailor is not seeing a career enhancing job, call the detailer. To assist when searching JASS for an AEGIS sea billet, use AEGF instead of FC for the rate.

Gunner's Mate

Hot running shore bound Gunners Mates are needed at RTC and NTC Great Lakes to fill a myriad of good jobs, from running the range as a SAMI to MK 13 instructors. These are prime "Sailorization" billets.

Information Systems Technician

OTEIP information to ponder: First-term personnel assigned to overseas type-3 or 6 duty will be assigned a tour length to match the applicable DOD tour established in the Enlisted Transfer Manual, Chapter 4. The PRD is set for the appropriate DOD accompanied or unaccompanied area tour. Extensions will not normally be authorized. First-term Sailors will be assigned to sea duty (type-2 or 4) upon completion of an initial assignment to an overseas type-3 or 6 duty.

Mineman

Mineman are filling the GENDET billets aboard MCM's and MHC's. This means that more Mineman going out to the fleet will be starting on deck learning the ins and outs of the boatswain mate part of the rate. While developing on deck, ships have the option of sending their junior Mineman back through training or cross training to combat systems during yard periods. This will provide stability to the ship, having rated Mineman working the deck department and give more flexibility in job assignment. There is a plan for converting the 7 OS billets at HM-14 and HM-15 to Mineman however, this is a long process and it takes awhile to convert the billets over. Then it will be a one for one replacement, as one rolls, a replacement will be ordered in. Advise all to watch JASS for future possibilities, if it is not on JASS, the conversion has not taken place.

Operations Specialist

Congratulations to the newly advanced petty officers, good job and keep up the hard work. OS advancement should remain at the current steady level through next year. So keep studying and

performing, it will payoff. Operation Specialist's coming off sea duty should look at the great opportunity to excel at an Afloat Training Group. It will enhance your career path.

Sonar Technician

STG's coming off sea duty need to look at a tour of duty at NOPF Whidbey Island, WA NOPF Dam Neck, VA or Fleet ASW, San Diego, CA. NOPF Whidbey is a LANT fleet asset, though it is geographically located on the West Coast. These sites provide the tools needed to succeed as a STG of the future.

Torpedoman's Mate

The hot site needing shore bound Torpedoman is CFA Yokosuka. One thing to remember as the Navy re-distributes assets around the fleet, missions are moved and redefined. Shore duty on the East Coast is scarce for Torpedoman. To spouse colocate members, think West Coast FTC North Island, CA and TTF Keyport, WA as this will provide the most sea and shore options for both members.

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page 2's and EFM packages are updated prior to you negotiating for orders. The back of *Link-Perspective* shows when you should begin negotiating and when you should be under orders. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. All requests should be submitted 9-12 months prior to your PRD. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements they will receive orders without negotiation. Once orders are negotiated it is FINAL.

Pers 402D

News About Sea Special Programs

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. Requirements are at least 5 years of propulsion and generator experience. Anyone interested should contact ENCM Smith at FTSC/LANT Norfolk to set up for a Pre-test.

Are you looking for a new and challenging job to enhance your Navy career? New Construction could be the ticket! You will work alongside shipyard workers as habitability, engineering and combat systems are added. You will be there as your ship comes to life. Life in New Construction is not easy, but, as a plankowner, the rewards are well worth it.

Within the Surface Branch, Sea Special Programs (PERS 402D) is the placement monitor for surface ships that are under construction. Personnel assigned to all new construction surface ships will first report to the ship's PRECOM DET, located in either Fleet Training Center (FTC) Norfolk, VA or FTC San Diego, CA, depending on the ship's prospective home port. After a two-month training period, most personnel will report to the respective shipyard. Specific details are in ENLTRANSMAN, Chapter 10.

The PRECOM period is fast paced and demanding, requiring the highest level of performance from each Sailor. This period requires intensive effort to establish the administrative and training readiness of the unit for future operations. In view of this, all personnel ordered to duty on new construction surface ships must meet screening standards that are described in ENLTRANSMAN Chapter 10.07.

Personnel assigned to surface ships undergoing construction will be required to incur sufficient obligated service to complete a minimum 24 months on board after ship's placement "In service." A slippage in the date will not incur additional obligated service.

A listing of PRECOM jobs is located on our Web site, www.bupers.navy.mil/pers409/index.html.

After your ship is commissioned, you will be ready to take your place as a vital member of the newest ship the Navy has to offer. It's an opportunity not offered to most Sailors, and a job like no other. Visit our website and think about the rewards of being plank owner. We look forward to hearing from you!

*PN2(SW) Lewis, Sea Special Programs
Administrative Supervisor, PERS 402D*

New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
RONALD REAGAN (SURF)	CVN 76	1. San Diego	FEB 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN (AIR)	CVN 76	1. San Diego	FEB 2003	ABHCS(AW) Kons
MUSTIN	DDG 89	San Diego	MAR 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	Pearl Harbor	MAY 2003	ET1(SW) Detje
PINCKNEY	DDG 91	San Diego	OCT 2003	TM1(SW) Evanski
MOMSEN	DDG 92	2. PAC	JAN 2004	AE1(AW/SW) Taranski
CHUNG-HOON	DDG 93	2. PAC	APR 2004	GSM1(SW) Anderson
NITZE	DDG 94	3. LANT	SEP 2004	EMC(SW/AW)Sarmiento
SAN ANTONIO	LPD 17	2. LANT	OCT 2004	HTC(SW) Delpriore
JAMES E. WILLAIDS	DDG 95	3. TBD	SEP 2004	YN2(SW) Sisson

1. Homeport announced as Norfolk, VA until July 2004, then shifting to San Diego.
2. No official homeport announced
3. No official homeport

Surface Assignment and Distribution (PERS 402) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the IC E/5 detailer (p402dc1):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p402dc1@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p402	Branch Head	882-3602
p402cg	Branch Master Chief	882-3607
p402c	Rating Assignment Officer (EM/MM/GS)	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	882-3610
p402cd	EME7-E9	882-3591
p402cd1	EME6	882-3577
p402cd2	EME5	882-3580
p402cd3	EME1-E4	882-3592
p402cf	MME8-E9	882-3607
p402cf1	MME1-E4 PAC	882-3579
p402cf2	MME6	882-3603
p402cf3	MME5	882-3589
p402cf4	MME1-E4 LANT	882-3578
p402cf5	MME7/SGPI	882-3605
p402cf6	MM Avails/"A" Schools	882-3544

p402cg	GS/GSE/GSME7-E9	882-3599
p402cg1	GSE/GSME6	882-3612
p402cg2	GSE/GSME1-E4	882-3614
p402cg3	GSE/GSME5/Schools	882-3587
p402dc	ICE6-E8	882-3594
p402dc1	ICE5	882-3611
p402dc2	ICE1-E4	882-2847
p402de	MR/IM/OM/3M E6-E9	882-3582
p402de1	MR/IM/OME1-E5	882-3595
p402df	HT E6-E9	882-3576
p402df1	HT E5/“C” Schools	882-3597
p402df2	HT E1-E4/“A” Schools	882-3584
p402dg	ENE6	882-3598
p402dg1	ENE7-E9	882-3613
p402dg2	ENE1-E4	882-3585
p402dg3	ENE5/Schools	882-3586
p402di	DCE7-E9	882-3601
p402di1	DCE5-E6	882-3588
p402di2	DCE1-E4	882-3615
p402a	Admin Supervisor	882-3604
p402a1	Admin Support	882-3600
p402a2	Admin Support	882-3590
p402a3	Admin Support	882-3600
p402B	Branch Head	882-3711
p402B1	Supply RAO	882-3731
p402B2	Admin RAO	882-3709
p402B3	Deck RAO	882-3712
p402DK	Branch LCPO/DK E6-E9 (DK Lead)	882-3749
p402BA	Admin Support	882-3711
p402BA1	Admin Support	882-3710
p402BA2	Detailer Asst.	882-4758
p402BA3	Detailer Asst.	882-2344
p402BA4	Detailer Asst.	882-2346
p402BA5	Detailer Asst.	882-2345
p402YN	YNE7-E9	882-3751
p402YN1	YNE6	882-4917
p402YN2	YNE5	882-3733
p402YN3	YNE1-E4 & “A” School	882-4847
p402PN	PN E7-E9 (PN Lead)	882-4049
p402PN1	PN E5-E6	882-3753
p402PN2	PN E1-E4 & “A” School	882-3735
p402JO	JO & RP	882-3752
p402LN	NC/LN/DM	882-3737
p402BM	BM E7-E9 and Harbor Pilots (BM Lead)	882-3713
p402BM1	BME6	882-3739
p402BM2	BME5 LANT	882-3738
p402BM3	BME5 PAC	882-3740
p402BM4	BME1-E4	882-4637
p402MA	MA E6-E9 (MA Lead)	882-3730
p402MA1	MA E1-E5	882-3750
p402SM	SM E6-E9 (SM Lead)	882-3726
p402SM1	SM E1-E5	882-2364
p402QM	QM E6-E9 (QM Lead)	882-3728
p402QM1	QM E1-E5 & “A” Schools	882-3727
p402MS	MS E7-E9 (MS Lead)	882-3741
p402MS2	MS E6 & “C” School	882-3714
p402MS1	MS E5 Sea	882-3716
p402MS3	MS E5 Shore	882-3742
p402MS4	MS E1-E4 Shore	882-3715
p402MS5	MS E1-E4 Sea & “A” School	882-3717
p402SH	SH E6-E9 (SH Lead)	882-3743

p402SH1	SH E5 & "C" School	882-3719
p402SH2	SH E1-E4 & "A" School	882-3744
p402SK	SK E8-E9 (SK/AK Lead)	882-3724
p402SK1	AK/SK E7	882-3745
p402SK4	AK/SK E6 Shore	882-3746
p402SK2	AK/SK E6 Sea	882-3748
P402SK3	AK/SK E5 Sea	882-3747
p402SK5	AK/SK E5 Shore	882-3723
p402SK6	AK/SK E1-E4 Sea & "A" School	882-3722
p402SK7	AK/SK E1-E4 Shorel	882-3721
p402PC	PC/LI	882-3720
p402DK1	DK E1-E5	882-3725
p402c	Head, Combat Sytems Rating Assignments	882-3791
p402et	402C Combat Systems MCPO	882-3786
p402c1	Rating Assignment Officer (FC/OS/GM)	882-3762
p402c2	Rating Assignment Officer (ET/IT)	882-3769
p402c3	Rating Assignment Officer (STG/MN/TM)	882-3772
p402st	STG Rating Lead E7-9 Detailer	882-3772
p402st1	STG E1-6 Detailer (PAC)	882-3773
p406eu3	STG E1-6 Detailer (LANT)	882-3787
p402st2	STG Schools Coordinator	882-3757
p406em	MN Rating Lead E1-9 Detailer/Schools	882-3760
p402tm	TM Rating Lead E1-9 Detailer/Schools	882-3774
p402fc1	FC E5 Detailer (LANT)	882-3763
p402fc2	FC E5 Detailer (PAC)	882-3764
p402fc3	FC E1-4 Detailer/Schools Coordinator	882-3780
p402fc4	FC Rating Lead E6-9 Detailer	882-3848
p402gm	GM Rating Lead E7-9 Detailer	882-3781
p402gm1	GM E1-6 Detailer (PAC)	882-3782
p402gm2	GM E1-6 Detailer (LANT)	882-3790
p402os	OS Rating Lead E7-9 Detailer	882-3788
p402os1	OS E5 Detailer (PAC)	882-3211
p402os2	OS E6 Detailer	882-3776
p402os3	OS E1-4 Detailer	882-3759
p402os4	OS E5 Detailer (LANT)	882-3789
p402os5	OS Schools Coordinator	882-3758
p402et	ET Rating Lead E7-9 Detailer	882-3786
p402et1	ET E1-6 Detailer (LANT)	882-3795
p402et2	ET E1-6 Detailer (LANT)	882-3796
p402et3	ET E1-6 Detailer (PAC)	882-3770
p402et4	ET E1-6 Detailer (PAC)	882-3771
p402et5	ET Schools Coordinator	882-3768
p402it	IT Rating Lead E7-9 Detailer (LANT)	882-3792
p402it1	IT E5 Detailer (LANT)	882-3765
p402it2	IT E5 Detailer (PAC)	882-3793
p402it3	IT E7-9 Detailer (PAC)	882-2365
p402it4	IT E6 Detailer (LANT)	882-3783
p402it5	IT E4 Detailer (PAC)/Schools Coordinator	882-3784
p402it6	IT E4 Detailer (LANT)	882-3785
p402it7	IT E6 Detailer (PAC)	882-3736
p402ca	Admin Supervisor	882-3090
p402ca2	Admin Support	882-3779
p402ca3	Admin Support (FLTRES)	882-3778
p402ca4	Admin Support (FC/GM/OS)	882-3065
p402ca5	Admin Support (ET/IT)	882-4237
p402ca6	Admin Support (STG/MN/TM)	882-3794
402	Enlisted Surface Assignments	882-3852
402d	Sea Special Programs Officer	882-2337
402mcpo	Senior Enlisted Advisor	882-4987
402d1	CVN 76 Detailer	882-2305
402d2	LCAC/New Construction Detailer	882-3845

402d3	New Constuction Detailer	882-3846
402d6	New Constuction Detailer	882-4729
402d7	New Constuction Detailer	882-3847
402d8	New Constuction Detailer	882-3854
402d10	New Constuction Detailer	882-2306
402d11	New Constuction Detailer	882-3853
402d5	Decommissioning Coordinator	882-3857
402d9	Decommissioning Coordinator	882-3851
402d4	Women in Ships Coordinator	882-3850
402da	Administrative Supervisor	882-3844
402da1	New Construction Assistant	882-3856
Fax	(Engineering/Hull - 402a)	882-3600
Fax	(Admin/Deck/Supply - 402b)	882-2637
Fax	(Technical - 402c)	882-2643
Fax	(Sea Special Programs - 402d)	882-2649

SUBMARINE/NUCLEAR POWER

SUBMARINE/NUCLEAR ASSIGNMENTS
PERS 403

Branch Head Enlisted Submarine and Surface Nuclear Detailing

Greetings! As you will see, this issue of *Link-Perspective* introduces a different format for the Pers 403 shop than you're used to. We have combined the detailer input to reduce redundancy and provide a cleaner format for your perusal.

First, let me say congratulations to all those who made the cut with the recent promotions to E-6, E-5 and E-4 at the end of last year. Your contributions to the world's finest Navy are noted with pride and now much more will be expected of you. Keep up the great work!

As many of you know, there are many ways to communicate with your Detailer. Whether it be JASS, a phone call, Team Detailing, an e-mail, a 1306/7, or a visit; you should never be unable to work with us on planning your career. In this article, I want to specifically discuss the benefits of Team Detailing.

Since April 2002, the number of submarine and surface nuclear commands using Team Detailing has gone from 20% to nearly 80%. This is a significant success story because it means the Command, Sailor, Career Counselors and Detailers are all talking about YOUR career. On the Team Detailing page, your information automatically shows up when you are 13 months from your PRD – well before your detailing window of six to nine months before your PRD. Your CCC can then enter your duty preferences or notes and the detailers can respond to you with professional career advice. Subsequently, at nine months before PRD, you will know what to expect and hopefully have a variety of choices that meet your needs and will help your career.

Another exciting program is in the works. The Navy will soon be implementing a new permanent tool to help balance rating manning. As you know, we already have numerous tools to help retain you in key ratings. They include STAR, SRB and GUARD 2000. However, some ratings are overmanned and others are undermanned. A new program is being developed to enable NPC to take some Sailors out of overmanned ratings and allow them to cross-rate to a new career path after their first few years in the Navy. This will result in better advancement opportunities in key rates and will enhance the careers of the Navy's newer Sailors. This program is expected to come on line sometime this year and will change the

first term reenlistment process. The specifics will be released shortly, but as you can see, this program will be great for the Navy and the Sailor.

Our forward **Electronics Technician** manning is at an all time low and the time to make a difference is now. If you are a first term ET that has completed at least 24 months at sea and intend to STAR re-enlist, we need you to apply for maintenance training in the 14CM, 14EM, 14XM, and 14NM fields. We need to start releasing you guys from the boats during the first tour to raise our inventory of maintenance technicians. This will be a significant milestone in your career because you will have advanced quals by the five-year point. The current practice of waiting for our Sailors to complete their normal Prescribed Sea Tour (PST) and then their Normal Shore Tour (NST) before sending them through C-school is providing new technicians to the fleet at their 10 year point. We now have plenty of Operator trained personnel to distribute back to the submarines that release their Sailors to attend C-school. Our goal is to have all maintenance school seats filled. With your support we can obtain this goal and significantly increase SubmarineForce readiness.

Advancement in the **Fire Control** community continues to be among the best in the submarine fleet. Here are some tips for you to continue to make yourself more marketable for promotion. Do not limit yourself to one class of submarine. If you stay on an SSBN you are missing out on some very valuable experience, namely strike and Tomahawk, for advancement opportunities. This will also limit you for career enhancing billets such as squadrons and TRE teams.

Right now, FT's are needed at NAVSUBSCHOOL as Instructors. This is an excellent career move because you can earn the designation Master Training Specialist. Not only can you significantly improve your promotion chances there, you can also have a direct impact on force readiness as you will be the one helping to get properly trained students to the boats on time.

Submarine MS's continue to see great advancement opportunities. We will continue to look at rate conversion packages from E-5's on a case by case basis while bringing E-3's through the training pipeline. Your package will be looked at favorably if you are an MS2 (SS) rolling ashore or at 2 years ashore. Of course, this would also depend on what billet you are in, SRB status, and other factors. Our unplanned at-sea losses have slowed the need to con-

vert.

This past quarter, unplanned losses account for ALL currently gapped billets at sea. Also, we continue to have difficulty getting E-5 and above sea returnees to volunteer for Pearl Harbor. If you want a job in sunny Hawaii, I'm certain I can find one for you. If you are in excess because of a recent promotion, call me and let's discuss a split tour.

Nuclear Community. For all the new PO1's and hot-running PO2's, get hot and get qualified EWS! It's probably the most important milestone you can achieve during your first sea tour. If you roll to shore without this, you are significantly reducing your chances of advancement to CPO early.

Should you need a waiver for lower-half class standings while negotiating for an instructor billet, EWS qualification will help. In all cases, competition for many shore billets is tough; and in many cases, EWS quals can be the deciding factor when selecting the right person for the job.

Junior Petty Officers must understand that career planning is an important topic. Talk to your LPO's and CCC's now. You need to talk about your goals, both long and short term. Take into consideration the sea/shore rotations that we nuclear trained personnel follow.

Our Prescribed Sea Tours (PST) are 54 months for the first sea tour, and 60 months for the second sea tour. Shortening your PST requires a waiver, and is not automatic. Shore tours are generally 36 months, with the exceptions being NPTU/NPS is 40 months and NFAS is 39 months.

Although we have received many 1306's to extend, the typical Sailor does not get to extend at either sea or shore except in special circumstances. Picking the right shore duty is very important for career development. When you transfer, consider your plans after the completion of your upcoming tour. Promotion boards generally reward you for the more challenging jobs.

First Class Petty Officers also need to take a good look at where you are going with your career. If you weren't selected for CPO, consider the following. How are your evals? What type of job are you doing now, and how will it affect your next evaluation? If you aren't the LPO, you need to consider a billet where you can be one. Stagnation will kill your career, no matter how comfortable you are there. If you are transferring from shore duty back to sea, expect to

go to a boat where you will be one of the senior people in the Engineering Department. Take on the leadership roles and collateral duties, and get advanced.

We need talented personnel at instructor billets, overseas on the tenders, at SUBMARINE NR-1 and even here in Millington. Please read on about each of these challenging assignments.

ET's/EM's are needed at all of the instructor sites and MM's are needed at Nuclear Field 'A' School and Naval Nuclear Power School. To apply, you'll need your warfare qualification, and you'll need your senior-in-rate qualification.

You'll also need your NPS/NPTU class standings. Higher standings get you more credit, but qualification as EWS or PPWS, as well as strong performance at sea and in training, can help overcome lower than average class standings.

If you are looking for a challenging assignment overseas, we have assignments available on the two submarine tenders in Guam and Italy, and sea and shore duty in Pearl Harbor. There are also three SSN's that will be permanently home-ported in Guam.

Overseas tours have numerous incentives attached, such as OTEIP, COT, and COLA benefits. A tender tour is normally 24 months, with a possible 2-year follow-on-shore-tour (FOST), or a 12-month tour extension for OTEIP. After completing the DOD Area tour requirement, you can request to come back to CONUS, or stay overseas and get COT benefits.

SUBMARINE NR-1 is always looking for highly motivated and highly qualified PO2's and PO1's. EWS quals and upper-half class standings are a must to be considered for this challenging billet. NR-1 is the only submarine where enlisted personnel can qualify OOD and EOOW. If you think you've got what this demanding and rewarding job takes, let your detailer know.

Finally, here in Millington, Tennessee, faces are changing in the nuclear detailer world. We are currently soliciting applications to relieve the Submarine Reactor Operator (E-6 and below) detailer and the Submarine ELT/Radcon (E-6 and below) detailer. Both will relieve in September 2003.

These are highly competitive but rewarding jobs. If you are interested, contact your detailer so we can get your screening started.

In closing, I want you to remember that we are YOUR detailers. Every request you make is given every consideration as we assist you in planning your career.

Submarine/Nuclear Assignments (PERS 403) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the PERS 403 Master Chief (p403eh):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p403eh@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p403	Branch Head	882-3636
p403b	Asst Branch Head	882-3623
p403eh	PERS 403 Master Chief/"D/E" Shop RAO, COB/CMC Detailer	882-3639
p403a	Admin Officer	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	882-4967
p403a5	CMD TEAM DETAILING	882-3650
p403at	CMD TEAM DETAILING	882-4617
p403d	C Shop Placement Officer/Fleet Manning Monitor	882-3623

p403c	C Shop RAO	882-4696
p403cc	Submarine/CNO Special Projects	439-9433
p403cb	C Shop Assistant Rating Assignment Officer	882-3644
p403cd	Nuclear Submarine CPO	882-3627
p403ce	Nuclear ET E1-E6 3353/63	882-3645
p403cf	Nuclear EM E1-E6 3354/64	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	882-3630
p403cj	Nuclear Surface CPO	882-3648
p403ck	Nuclear EM E1-E6 3384/94	882-3631
p403ci	Nuclear ET E1-E6 3383/93	882-3651
p403cl	Nuclear Instructor	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629
p403cn	MM(Aux) E1-E5	882-3625
p403cq	Avails Coordinator	882-3487
p403cr	Nuclear MM E1-E6 3385/95	882-3632
p403ct	Nuclear ELT E1-E6 3386/96	882-2357
p403e	D/E Shop Placement Officer/Fleet Manning Monitor	882-4933
P403eh	D & "E" Shop RAO/SUB COB Deetailer	882-3639
p403de	MT	882-3649
p403df	D Shop ARAO/MM(Weps)	882-3642
p403dg	FT	882-3621
p403dl	STSE1-E5	882-3616
p403dh	STSE6-E9	882-3646
p403dc	E Shop ARAO, ET CPO Detailer	882-3641
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM + Pipelines	882-3637
p403ek	ET E1-E6 33XX/XM/XO/Nav/CA/14SM + Pipeline, SSBN	882-3652
p403ef	YN	882-3620
p403eg	MS	882-3638
p403ej	SK	882-3640
p403f	Pipeline Training Coord	882-3617
p403fc	Nuc Power/Training, Med Waiver, Sub Vol/Disqual/CC	882-3634
Fax		882-2638

AVIATION

AVIATION ASSIGNMENTS
PERS404

Aviation Information You Can Use

Successful distribution and assignment of personnel is a total team effort. The detailer, the Sailor, and the Sailor's Command Retention Team are all part of this team and must work together to place sailors in billets they desire while still meeting the needs of the navy. This allows sailors to develop and excel.

Improving communication between detailers and Sailors to formulate realistic expectations is essential in the detailing process. This requires the Command's Retention Team and Chain of Command to take an active role in mentoring a sailor's expectations when choosing future assignments. This process starts from a sailor's earliest days as a "check-in" to their preparation for Fleet Reserve. Training and Qualifications are key factors in making this process a successful one.

As the SEA WARRIOR detailing program develops, it will be a huge change in the way sailors are assigned to jobs. The performance standards a sailor sets today could determine what assignments are available for them in the future. More information on these and other programs can be found in NAVADMINs and at the

Stay Navy web site. This information will provide a real-time source to use as a basis in making sound career decisions.

Aircrew - Career Enlisted Flyers Incentive Pay (CEFIP)

Many of you have called asking various questions about the CEFIP program. Most of which can be answered in the BUPERSINST 1326.4D, which can be easily accessed on-line by going to www.bupers.navy.mil, then look under instructions. However, the primary issue most people have with CEFIP is the amount of time it takes for pay updates to go into effect. Sometimes this can take several months. After a CEFIP issue has been identified by your Command CEFIP coordinator, he or she will contact the BUPERS CEFIP Coordinator P404EC2, who will then forward your updated information to DFAS. From there, it normally takes two to four months for your updated payment to post in your pay account.

Additionally, IAW BUPERSINST 1326.4D CEFIP is only for career enlisted flyers. Non-career flyers can receive Hazardous Duty Incentive Pay (HDIP). You must be detailed by your aircrew detailer in order to receive CEFIP. All attempts will be made to detail an aircrewman to a valid aircrew billet. If there are no valid aircrew

billets available, aircrewman may be dropped to the rating or shore special-programs detailer. Finally, if you deny a set of valid aircrew orders you will no longer be eligible for CEFIP. Fly Navy, Fly Safe.

Air Traffic Controller

I have been here for well over a year and a half and have answered the phone calls and addressed the emails and can not express enough to you the importance of communication.

Each and every day I receive phone call inquires as to the status of conversions into or out of the AC rating. The good news is that many of these phone calls are from concerned LCPO's of prospective air traffic controllers. These LCPO's are taking the time to help one of their sailors by getting the facts prior to submitting a lateral conversion package. By the LCPO getting the facts up front he can fully explain the reasons whether pro or con to the member for a specific rating as to why they are, or are not accepting conversions at this time. This is what career counseling is all about—not just submitting a package and waiting to see what happens. This simple interaction helps to ensure a smooth transition into our “A” school environment and helps to affirm our commitment to each and every sailor.

Conversely, when one of our AC's is forced to convert, we as leaders need to take the time to ensure: 1) that each rating the sailor desires is a rating he or she is actually qualified for, and 2) the research has been done to ensure this person is eligible. The conversion process is slow and may take up to a year, as some of you well know. Your intervention can greatly reduce that time! Remember, that's a year that you don't have a replacement in training, and more importantly, a year that this member has put his professional and advancement future on hold. Please take the time to call the prospective rating detailer and explain the particulars in your Sailor's situation, convey to them the positive aspects your sailor possesses and why they would be a asset to the desired rating. Remember revocation is an administrative function ... not punishment.

Aviation Machinist's Mates Use Your NEC

Having a particular NEC does not always mean that you will be locked into that platform. However the Navy has invested a great deal of time and money on your training. You are now the “Subject Matter Expert” on your platform and the Navy needs to re-utilize that experience in the Fleet. Change and diversification are sometimes a good thing, but this is not always possible when we have many billets in the Fleet that need to be filled with your type of expertise. A change in platform will mean that you will have to start all over again in your new command. Your detailer is concerned with not only filling the available billets, but also your career in the Navy. So when you are coming up for orders, consider this before looking at billets outside your present NEC's. If billets in your platform/NEC are not available then we will look at what training we have available to re-train you. Training classes are limited so this is not always possible. The bottom line is, we will try to re-utilize the valuable experience you already have whenever possible.

Aviation Electrician's Mate

Greetings from Millington TN. The AE Shop has been through

some changes in the past few months. We welcomed AEC(AW) Jensen hailing from VFA-94 in sunny Lemoore CA. Along with AEC(AW/SW) Null fresh from the Far East off the USS Kitty Hawk. Had to say good bye to AEC(AW/SW) Schroeder and AEC(AW) Eakins good luck to them in their future assignments.

Hopefully many of you have heard of JASS and Team Detailing? If not, you are behind the times. Stay informed through your Command Career Counselor and BUPERS Online resources. This will give you the tools needed to plan your career. Start early and have a back-up plan just in case what you want is not available at the time you are up for orders. The NEC's that you currently have is a good place to start looking for orders.

We ask that each of you help us help you so that everyone can have a positive detailing experience. Contact us by using JASS, Team Detailing, E-mail or by telephone. Always when possible discuss your intentions with your Career Counselor to make sure your prepared when you communicate with us. MISSION FIRST SAILORS ALWAYS

Aerographer's Mate

AG SRB levels have changed. Refer to the latest NAVADMIN for the current levels. SRB requests must be submitted 35-120 day before the members EAOS or the date of reenlistment to ensure approval/disapproval message will reach the member's command and DFAS before the reenlistment date.

OBLISERVE TO TRAIN (OTT) AND THEN REENLIST ... Members who are not 7412s may qualify for SRB if they go to C-school. These members must agree to OBLISERVE TO TRAIN for the 7412 NEC and then reenlist once they graduate. You must be approved for OTT by the detailer and the Enlisted Community Manager. Members who can complete the C-school prior to their EAOS/ETS are not eligible for OTT. Currently some C-school class seats are still available in the May, July, August, and September classes. Please submit 1306s at least 6 months prior to the class convening date.

Aviation Structural Mechanic

Since taking over as Rating lead for AM's over a year ago I have noticed an increasing amount of change. So much change that we have restructured our web-site to try and keep the rate updated on the changes and how we are doing business. It will also answer some of the frequently asked questions that we have seen. Be smart and stay educated about the programs available and what they can do to enhance your career. Visit the AM Web site at www.bupers.navy.mil/pers404/am.htm.

Aviation Ordnanceman

It is very important that each AO take responsibility for their next assignment. Get with your Command Career Counselor or chief and ask for advice on what would be a good career move for you, remembering that we may not have the specific billet and or location you are interested. As detailers we are here to assist you with your next set of orders and will try and help in any way we can. Assist us by keeping your chain of command involved with your future plans and goals. By utilizing the Enlisted Team Detailing Page on JASS we will have a good idea of your desires when you come in your in your nine-month window. With this information we will be able to determine if your expectations are realistic. If not, we

will steer you in another direction. Our goal is to meet your needs while doing what is best for the Navy and the AO community.

One last thing to remember, a service member cannot re-enlist under the G2K for orders to specific billet or location unless the billet exists. We receive numerous requests saying service member is willing to re-enlist for orders to locations and billets that do not exist.

Take care and be safe.

Aviation Support Equipment Technician

Hello again shipmates! This is ASCS(AW/SW) McWilliams and I want to first take the opportunity to “talk shop” and refer you to the follow-on article below, written by our “AS” representative at EPMAC (ASCM Bill Stepnick) that explains the role EPMAC plays in the detailing process.

I encourage you to visit our community “Talkin’ Shop” Web site; www.angelfire.com/az3/talkinshop. Please submit your special event write-ups, pictures of your command, e-mail addresses, etc to be added to our Web site. Secondly, I asked ASCM Bill Stepnick to explain what role EPMAC plays in the detailing process. Simply put from my standpoint, the requisitions of billets that you view on JASS are generated and posted by EPMAC. ASCM Stepnick will explain the EPMAC process in more detail to you.

My job is to fill those billets with those of you who are within your six-to-nine-month window who are eligible for assignment. Every month, I download the personnel list of those that are in the nine-month window. I then find the best candidate for those requisitions from this list.

Keep in mind you must be under orders NLT 6 months from your prd, our hands are tied too, so if you fall under the 6 month policy orders are sent to you based upon MCA priorities and requirements left. Be safe in the fleet and have a fine SE day!

EPMAC and the AS Community

*** The following is a special article from ASCM(AW) Bill Stepnick at EPMAC to provide help and information for the AS community.***

Greetings all, I am writing this article in hopes of answering the question “What does the Enlisted Placement Management Center (EPMAC) do?” I will give you a brief overview on what we do here at EPMAC and how we come into play in the enlisted personnel distribution process. Let me start with EPMAC’s mission; The Enlisted Placement Management Center is the advocate for the command, and as such, we are concerned with the distribution of active duty personnel to enhance the enlisted personnel readiness of surface, submarine, aviation and ashore units. EPMAC works for Navy Personnel Command (NPC) and the four Manning Control Authorities (MCA’s) CINCLANTFLT, CINCPACFLT, and BUPERS for personnel on active duty and COMNAVRESFOR for reserve and TAR Sailors.

In layman terms, we are responsible for keeping the fleet properly manned by attempting to match the right person to the right billet given the availability of assignable personnel assets. We work hand-in-hand with the MCA and their cognizant commands ensuring their manning/readiness needs are addressed and met if at all possible. Every command in the Navy has a Placement Coor-

dinator (PC) here at EPMAC. Your PC is identified on page two of your EDVR or at our Web site at www.epmac.nola.navy.mil. We recommend you contact your P/C regarding all your manning concerns.

Some of the other functions we perform are as follows:

- Assign all SN, FN and AN (GENDETS) from Recruit Training Command and all Immediate Availability’s to the fleet.
- Designate where all enlisted LIMDU and Pregnancy tours will be spent. Trying to match the Sailors rating and pay grade with a requirement ashore.
- Our NEC shop monitors and updates commands NEC information and serves as sole award and removal authority.

EPMAC also generates the monthly Enlisted Distribution Verification Report, (EDVR) and controls and re-writes the NMP for the Navy as well as generating the Enlisted Personnel Requisition that the detailers use to assign personnel rolling from sea to shore and shore to sea.

As you can see, we do several functions that impact your manning and you should be familiar with EPMAC. Please contact myself or the appropriate personnel (phone/email listing located in Link/Perspective and on Web site) for questions and concerns.

EPMAC also performs the Enlisted Placement function by reviewing orders that fail to meet certain pre-established order edits housed in the BUPERS order writer system. The edits are based on rating, pay grade and NEC requirements displayed in the Enlisted Personnel Requisition.

This should prompt the Sailor to be realistic when asking for that next set of orders. If you are rolling to sea and are asking for IOWA it won’t work. If you are an E5 asking to fill a Chief Petty Officer requirement that won’t work either. Remember rating, pay grade and NEC required for the job.

There are many changes going on now in the detailing process, all to ensure a better product to the Sailor. EPMAC and PERS 40 are formulating new ideas and processes through teamwork to better support the fleet. I ask my fellow chiefs to consider the following when your people or yourself are planning your next assignment.

I believe there needs to be a thought process of combining your personal needs and the needs of the Navy ... IT IS NOT A ONE WAY STREET.

We should all be following a career path that promotes professional and personnel growth along with advancement opportunities. There are few places for “homesteading” so we have to be flexible. Sometimes the “tuff” assignments are the ones we need to take.

Well, enough of my philosophies, I encourage you all to learn more about your manning and how the system works. It will make your life a lot easier. We again solicit your calls and e-mails, I don’t know all the answers, but they are within my reach.

ASCM(AW) Bill Stepnick, EPMAC, New Orleans, DSN: 678-1722 COMM: (504) 678-1722

Aviation Maintenance Administrationman Corner

We receive several phone calls each day inquiring about the System Administrator (NEC 6303) and Data Base Administrator (NEC 6304) schools located in Pensacola, Florida. The school is totally dedicated to the NALCOMIS Optimized environment and is ten demanding weeks long. It begins with a six-week core curriculum common to both “O” and “I” level AZ functional tasks. The

final four weeks is dedicated to either the IMA or OOMA system strand. Example: If you are going to fill the 6304 billet at an AIMD then you will go through four weeks of IMA NALCOMIS Optimized System.

In order to qualify for the school you must first be an E5 or above and have a combined AR (Arithmetic Reasoning) + WK (Word Knowledge) equating to 105 or above. You can verify your scores by checking your page four in your service record. Many Sailors wait until the last minute to apply for these orders and find out that their ASVAB scores prevent them from qualifying. If your ASVAB does not meet the requirement, I encourage you to get with your Command Career Counselor to retake the ASVAB before reaching your nine-month negotiating window. Many of the desired AZ requisitions require NEC 6303/6304.

The Legacy NALCOMIS IMA (NEC 6314) and NALCOMIS OMA (NEC 6315) curriculums are no longer taught at NATTC Pensacola. These courses are now taught at FASO. Quotas for these seats can be obtained through your command by contacting the FASO in your Fleet area. The 6314/6315 NECs are no longer being issued. Also note that in order to gain the 6303 and 6304 NEC, Sailors must attend the "C" school in Pensacola.

Photographer's Mate

A special note. The PH detailer is now located under the enlisted Surface assignment and distribution (PERS 402B).

Aircrew Survival Equipmentmen Career Management Through Diversity

Career management means different things to different people depending on their goals. For the individual determined to stay in

a geographical location it means managing a series of assignments without regard to the job or challenges involved provided they stay in the area. To the individual who doesn't desire shipboard duty, it means seeking a career overseas or in the P-3 community. Or, for the individual who wants a Rating but not the job it involves, it means always trying to get into Special Programs. These careers usually get the same common denominator of individuals asking, "Why didn't I advance?"

If, as many do, you think successful management of your career results in continued advancement, you must be willing to accept new challenges, do your best to excel at them and then move on to the next frontier. The PR Rate is more diverse than many. Too many Riggers think that once they've been in a squadron and one AIMD, they have done it all.

Let's take another look: an organizational job in a Helo squadron is not the same as one in a Fighter/Attack or Fleet Composite, as their gear is totally different, just as working an AIMD supporting P-3s overseas and riding a Carrier are completely different. Supporting one type of aircraft then moving on to an afloat job supporting eight different types of aircraft with priorities changing daily provides some of the best challenges available today. Other career paths involve Naval Special Warfare/EOD support. Others involve Recruiting and instructor duty of various types. One particular type duty never guarantees advancement success.

The key to successful management is starting early and staying flexible. With the exception of fleet concentrated areas, such as Norfolk and San Diego, you cannot experience everything our Rating has to offer in a single location. You have to be willing to go where the jobs are. If you are willing to move and if you continually strive to do your best at each job, you'll find yourself advancing and enjoying a well-managed career.

Last but not least, the Navy is a sea service, and Sailors go to sea.

Aviation (PERS 404) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the AO E5 detailer (p404cr3):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p404cr3@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p404	Branch Head	882-3691
p404dh	Branch Master Chief	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	882-3685
p404e	Rating Assignment Officer (NAC/AM)	882-3707
p404a1	Admin Assistant	882-2246
p404a2b	Admin Support	874-3668
p404a3	Admin Support	874-3692
p404a4	Admin Assistant	874-4697
p404ce	AE E7-E8	882-3662
p404ce1	AE E5-E6	882-3688
p404ce2	AE E4 & Below/"A" School	882-3703
p404cf	AV/AF/8300	882-3658
p404cr	AO E7-E9	882-3663
P404cr1	AO E6	882-3665
p404cr2	AO E5	882-4957

p404cr3	AO E4 & Below "A" School	882-3704
p404ct	AT E7-E8	882-3660
p404ct1	AT E6	882-3683
p404ct2	AT E5	882-3684
p404ct3	AT "A" & "C" Schools	882-3659
p404ct4	AT E1-E4	882-3701
p404de	ABE7-E9	882-3686
p404de1	ABHE1-E6	882-3708
p404de2	ABF E1-E6	882-3702
p404de3	ABE E1-E6	882-3687
p404df	AC	882-3666
p404dg	ADE7-E8	882-3669
p404dg2	ADE6	882-3706
p404dg3	ADE5	882-3670
p404dg4	AD E4 and below/ "A" School	882-3693
p404dh	AG	882-3656
p404dh1	AG	882-3904
p404dj	ASE6-E9	882-3700
p404dj1	AS E5 and below	882-4904
p404dk	AZE6-E9	882-3671
p404dk1	AZE1-E5	882-3672
p404dm	PRE5-E9	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools	882-3390
p404ec	AWE7-E9	882-3673
p404ec1	AWE1-E6	882-3694
p404ec2	CEFIP Manager/AW "A" School & FRS	882-3679
p404ed	Aircrew IFT/EWOP/IT	882-3674
p404ef	Utilities A/C Designation	882-3675
p404eg	Helos A/C/SAR	882-3695
p404eh	Flt Eng/Reel op Detailer	874-3676
p404ej	AME7-E8	882-3696
p404ej1	AME6/NDI	882-3680
p404ej2	AME-5	882-3697
p404ej3	AME1-E4	882-3699
p404ej4	AM "A" & "C" SCHOOL	882-3677
p404ek	AME E1-E7	882-3678
p404el	Aviation New Con/Decom/HPC	882-3698
p404el1	Aviation New Con/Decom/HPC/Assistant	882-2325

MEDICAL/DENTAL

HOSPITAL CORPSMAN & DENTAL TECHNICIAN ASSIGNMENT
PERS 407

HM/DT Manning and Your Navy Career

Have you seen the latest CREO/REGA message? Did you take note that the DT rating is currently closed to fleet strikers and advancement for E4-E6 is poor? Hopefully, you also recognized the overall advancement opportunity is not much better in the HM community. I can't say this comes as a shock to me because our overall retention in both communities is very good. Add DT manning at 106% and HM manning at 93% to our retention rates and it equals reduced opportunity for advancement and career growth. I am not happy or satisfied with this situation.

Just a couple weeks ago I attended the CNO/MCPON working forum and a main topic of discussion was Navy manning. The take away was that we have the right number of personnel but not necessarily the right people in the right places and we need to get

it right. We are out of balance with many of our ratings overmanned and just as many undermanned. We have the same issue within the HM/DT communities. There are 14 HM NECs and 1 DT NEC critically undermanned (<75%), 5 HM NECs and 3 DT NECs overmanned (>99%). The general duty/field medicine HM manning is at 96% but the general duty/field medicine DT manning is at 112%. We too are out of balance and need to get professionally "healthy and fit".

The Navy will soon implement a personnel initiative to balance the manning force to ensure we have the right people in the right places. These new initiatives will primarily effect our first term personnel but getting our HM/DT community balanced requires everyone's involvement. I strongly encourage our HM/DTs to apply for our undermanned NECs. I fully support DTs applying for undermanned HM NECs. And if those options don't work for you, you may be best applying for a rating conversion outside of the medical community. The bottom line is that you have options and

have the choice to be proactive or reactive in your career decisions.

If you are unsure on what you should do or just need more information on your options, talk with your Command Master Chief, Command Career Counselor, or Detailer. With your help, we can get our Medical Enlisted Force "healthy and fit." Thank you for your service and dedication to our Nation and our Navy.

BUMED, Force Master Chief

Hospital Corpsman 8404/0000 Detailing Philosophy

Customer Service. Our focus in the General Duty section is to provide fair and consistent customer service to all 14,000 HM's we detail. If there is a way to say yes, we will. If there is not, we will do our best to explain why and move on from there.

Sea/Shore Rotation. We strive to provide Sailors with career diversity by ensuring they maintain a proper sea shore rotation. By that I mean we will avoid sending you back and forth from CONUS shore duty to overseas type 3 locations to fulfill your sea duty. Plan on filling a career enhancing operational billet if you haven't been there in a while.

Component UIC's. Are you wondering why your orders say report to FMSS enroute to a shore duty location? That's because you are filling a billet with a component UIC attached to it. Our shore billets with operational component UIC's are filled first and foremost. This maximizes fleet readiness while providing valuable experience to shore based Sailors who have never been on an operational platform.

Overseas Billets. We have a multitude of overseas billets that can also offer special incentives. Needless to say, these tours can be very rewarding and shows career diversity but don't plan on "hanging out" overseas. Once you've completed 2 consecutive tours or 6 straight years overseas you will be detailed back to CONUS. This will afford your fellow shipmates the same overseas opportunities.

Operational Billets. Shipboard billets are far and few between, especially at the E5 and above level. The majority of the General Duty operational billets are with the Fleet Marine Force. In other words, please prepare yourself mentally and physically for a career enhancing FMF billet in either North Carolina, California, Hawaii, or Japan. We will be looking hard at assigning these billets to our best and brightest Sailors.

In closing, I would like to challenge you all to take charge of your own destiny. If you are not seeing what you want on JASS do not just sit back and let your negotiating time pass. Get with your CCC and call or email me so we can try to find some middle ground. Good Luck!

*HM 8404/0000 DETAILING
PERS 407CE*

HM "C" School Changes

There have been a few changes to the HM "C" Schools. The first major change is to the HM Board Schools. Effective FY-04 the Board Schools have been reduced to the following three: HM-8434 Hemodialysis Technician, HM-8467 Occupational Therapy Technician, and HM-8472 Biomedical Photography Technician.

PERS 407CK will accept packages for Board Schools from January 1, through April 15, 2003. The Selection Board will convene the second week of May 2003.

We will still be very selective during the screening process when reviewing packages for those NECs which were prior Board Schools. The best way to help yourself is to make sure that all the CANTRAC requirements are met prior to submitting your package.

The second change to HM "C" Schools is all packages must be **mailed** to PERS 407. **Do not fax "C" School packages.**

Lastly, the PERS 407 Web page www.persnet.navy.mil/pers407/index.html has been updated to provide you with the latest information on all "C" schools. We are currently developing presentations for each HM NEC, which will ultimately be available for Sailors and Command Career Counselors. These presentations will provide better information on Career Paths available to Hospital Corpsman.

Advanced DT "C" School

Attention all dental technician first termers! You, too, can increase your dental skills by becoming an advanced dental laboratory technician. Hello, my name is DT2 (SW/AW) Kim Shelenberger, and I am the advanced dental laboratory technician (8753) on board USS Carl Vinson (CVN 70). As an 8753, I am responsible for the fabrication of prosthetic appliances, which includes mouth guards, porcelain fused to metal, fixed multi-unit bridges, removable partial dentures, complete dentures and surgical stents. What that means is I have acquired the skills necessary to bring beautiful smiles to the faces of my shipmates. I play a major role in ensuring the maximum operational dental readiness for the BEST aircraft carrier in the fleet. While fulfilling my challenging duties, I have also found time to accomplish most of my personal goals as well. Since arriving on board Carl Vinson, I have completed both the enlisted surface and enlisted aviation warfare specialist qualifications, been selected as CARL VINSON's Junior Sailor of the Quarter, and have nearly completed an associate's degree program. I attribute my successes to the skills, disciplines and solid leadership I have obtained through successful completion of Advanced Dental Laboratory Technician "C" school. It is an honor to serve the Navy and the USS CARL VINSON as an 8753!

CARL VINSON rocks!

New Changes for RECON HM Pipeline

The application process for hard-charging Corpsmen desiring a career with USMC Reconnaissance has changed! The physical screening test is now identical to the BUD/s screening test per



BUPERS Senior SOQ
HM1 Tonya Carlson, FMF
HM E5 Sea/Shore Detailer



MILPERSMAN art. 1410380. In addition, any Command Fitness Coordinator may proctor the Physical Screening in the absence of a Recon/SpecWar/Dive Motivator, any Command Career Counselor may screen candidates for suitability and a memo documenting the results of the Physical Screening Test and favorable suitability for Recon training must be included.

The rest of the application package remains the same: Pages 3/4/5 of the Service Record, Dive Physical, PRT Folder, last three evals (if applicable), ENTNAC security clearance and the 1306 signed by the Commanding Officer as well as the member. Candidates must be male, US citizens, and under 35 years of age.

We need young hard chargers to fill our ranks! NEC holders are eligible for Special Duty Incentive pays, Special Duty Assignment Pay and a very handsome reenlistment bonus. Training is approx 12 mos and includes: FMSS, Basic Recon Course, Marine Combatant Diver, Amphib Recon Corpsman (Diving medicine), and the Army's Special Forces Medical Sergeant's course (SOCM).

For more information contact HMC(DV/FPJ) McMullen, ETL, HM8427/8403, DSN: 436-5821 / Brenden.t.mcmullen@cnet.navy.mil.

USS Belleau Wood Dental Department Shines

Sailors of the USS BELLEAU WOOD (LHA 3) Dental Department completed their Enlisted Surface Warfare designation, making Dental the only department aboard to reach 100 percent of its personnel to earn their primary warfare designator.

(Left to right: DN Boris V. Guererro-Reyes, DT3(SW) Samuel P. Ramos, DN(SW) Bo Z. Brozino, Lt. Cmdr. Kristine Knutson, dental

officer; DT3(SW) Roumel G. Swin, DT3(SW) Deanne A. Rosalin and DT2(SW) Dominick A. Barras.)

Currently deployed in support of Operation Enduring Freedom, the 40,000-ton Navy vessel is the lead element of a three-ship Amphibious Readiness Group (ARG).

The ship carries a crew of 1,000 Sailors and more than 2,000 Marines of the 11th Marine Expeditionary Unit (Special Operations Capable).

The ship can use a combination of helicopters, AV-8B Harriers, and amphibious landing craft to send and support Marines ashore in combat and humanitarian operations.



(Official U.S. Navy photo by PH2 Alan Meza).

Medical/Dental (PERS 407) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the HM "C" School Detailer (p407ck):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p407ck@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p407	Branch Head	882-3808
p407c	Asst Branch Head	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707	882-3815
p407cd1	DT E5-E6, DT 0000, 8703, 8752, 8753, 8765	882-3805
p407cd2	DT E4 & Below, 8707, 32, 83	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	882-3811
p407cg	HM 8408, 45, 46, 63, 66, 67, 72, 82, 83, 85, 86, 89, 8541	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	882-3797
p407cj	HM 8401, 02, 06, 07, 09, 16, 32, 51, 52	882-3813
p407ck	HM "C" Schools	882-3809
p407ck1	HM "A" Schools/ HM E4 & Below (PAC) Shore	882-2408
p407ck4	HM "C" Schools	882-3820
p407cm	HM (LANT) E4 & Below Sea Detailer	882-4651
p407cm1	HM (PAC) E4 & Below Sea Detailer	882-3810
p407cn	HM E5 Sea/Shore Detailer	882-3804
p407cp	HM E4 & Below (LANT) Shore Detailer	882-3798
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06	882-3814
p407a	Admin Support	882-3801
p407a1	Admin Support	882-3799
p407a2	Admin Support	882-3817

Winds of Change Blowing for CT/IS/EW Community

It is an exciting time for our Navy. Certainly the most exciting change for any of us is promotion. Congratulations to all of our recently promoted Petty Officers. With your promotions come not only more responsibility and more pay, but also new opportunities for challenging, exciting, rewarding assignments where you will begin your Navy leadership experience.

One of the only things that we can depend on staying the same in our Navy is that our Navy will always be changing and evolving. One of the most far-reaching and immediate changes is that our Navy is experiencing is a technological revolution. Never before have Sailors had so much information readily available to them at their convenience. If you are not onboard with the wealth of resources that are available to you online, you have missed ship's movement. Get online and see what is out there!

To name a few: www.jass.navy.mil is a site where you can go to see what billets are open and what the NEC requirements are for those billets. If you see a job that interests you and are in your PRD window, you can apply through your Career Counselor right there for your next duty station. If you do not have the NEC required for a billet that you are interested in, call your Detailer to find out if receiving the training enroute is an option for you. Understand that if you apply for a job and are selected, you should not keep looking at JASS for a different set of orders. Applying for a job on JASS is the same as negotiating with the Detailer via phone or email. Orders will not be changed after you have been selected for a billet unless there are extreme circumstances that would prevent you from being qualified to execute your orders. Another good web site is (www.bupers.navy.mil). This is an outstanding source of reference material. You can find almost any instruction, regulation, or information about special programs or reenlistment incentives on this site. The site is also an invaluable site that can be used to track packages that have been sent to NPC, check on the status of orders, and view parts of your service record. You can also find promotion and selection board information.

Another great site is www.nko.navy.mil. The "NKO" is Navy Knowledge Online. You can use this site to plot a course for your career, see your SMART transcript, link to various references and other Navy sites, and find out about changes happening in your rate and community.

The site to go to if you want to find yourself on the next advancement list is www.cnet.navy.mil. There is information about advancement, rating exams, and bibliographies for the next advancement exam. In addition to information about the exams, you can also register yourself and complete unclassified rate training manuals and other courses online. If gaining access to a computer for extended periods of time is difficult, courses can be sent to you free of charge, from this site. If you are getting ready to deploy, you should definitely visit this site and order some courses to work on while you are underway.

Of course there are many other sites. These are among the ones that become an indispensable resource as you make decisions that will steer the course of your career. Please take advantage of the wealth of information that is at your fingertips. It is YOUR career. Do everything that you can to make yourself competitive, and to make educated decisions. With so much change, also comes very much confusion. If you have questions about your career, please use the resources available to you. Your Career Counselor, chain of command, and Detailers are all standing by to help you succeed. Make the most of your Navy experience. Don't rely on "sea lawyers" to make decisions that will affect the rest of your life. Go to the source.

Of course not all change is as exciting. As most of you already know, the SRB levels have changed. Please refer to NAVADMIN 352/02 to find out the new award levels.

Another change involves women's racks at sea. The number of racks that are available to women is becoming more limited. Please call at least nine to 12 months before your PRD, so that a rack may be found in time for you to transfer.

One thing that never changes is that the more time you give your detailer to help you, the more likely your detailer will be able to find solutions for you. If you have EFM, Spouse Co-location, or any other circumstances that factor into the detailing process, please inform your detailer as soon as possible. If you are interested in special program billets please plan ahead. Most special programs require a special screening process. Use the resources that are available online as soon as possible to find out what the requirements are for billets that you are interested in. The detailer should know at least 12 months in advance for many special programs. It is extremely difficult to find billets for Sailors on short notice. Most jobs are filled nine months into the future from when you call.

On a final note, please remember that email is official correspondence. Please use proper military etiquette when using e-mail to communicate with the detailers. If you are unsure of proper military etiquette for e-mail, the Correspondence Manual is an excellent reference. Also, in order to make the detailing process more efficient, please include your SSN in all of your correspondence with the detailers.

CTR

We welcome our newest CTR detailer CTR1(SW) Webb.

The Navy Special Warfare Development Group at Damneck, Virginia is seeking highly motivated first and second class CTR's to conduct cutting edge research and development for the Naval Special Warfare community. NSWDC has six open billets for highly skilled and deployable CTR's. Desired skills include Signals Analysis (NEC 9147/9), Computer Network Operations and Nodal Analysis. There is a two-phase screening process that all prospective NSWDC personnel must complete. First, a package must be submitted with all pertinent personal information for the command to review. If you possess desired skills and your package screens

successful, you will be issued TAD orders to our command for the second phase of screening. Candidates will be required to participate in a psychological examination, be qualified as a First Class Swimmer, be able to pass the Army PT test and be recommended after completing an oral board.

Screening can take up to six months to complete. All interested personnel are highly advised to submit packages early to insure adequate time for candidate screening. If you have questions or would like to start the screening process now, contact CTR1 Todd Marshall or CTRCS Paul Straniero at (757) 492-7960 (DSN 492) Ext. 2130/2490.

Many are attempting to use the CT/EW/IS Leadership Listing as a tool to plan for their next duty station based on Sailor's PRDs listed. This is not a reliable tool! Limited Duty returns, Fleet Reserve approvals, and changes in manning requirements all affect billet availability. Most often in the senior leadership positions, detailing has a domino effect. The only reliable way to check on whether a billet is available is to contact your detailer and to review JASS requisitions. Staying in rotation, earning warfare pins where possible, and contacting your detailer as early as possible increases your chances of getting the orders you want.

CTM

We welcome our new CTM detailer, CTM1(SS) Chris Pegram and bid a hearty farewell to CTMC(SS) Bill Rosemeyer; our loss is certainly NSGA Pearl Harbor's gain.

Opportunities at sea continue to grow! Our new DDGs are now dual-NEC coded for 9289 and 2735. What does this mean to you? If you are interested in going to a pre-commissioning unit, you will receive some of the best training the Navy has to offer. We currently have four available PRECOM units including three DDGs and the newest Amphibious Ship USS SAN ANTONIO (LPD 17). If you are interested in one of these extremely challenging and rewarding assignments at sea, contact your Detailer. With CTM manning at or over 100 percent at most paygrades, the opportunity to be released to Special Programs could not be better. If you are interested in Recruiting, Recruit Division Commander, Physical Security, Leadership Training Continuum Instructor or other Special Program billets, contact your Detailer for qualification requirements and availability.

CTO

Looking for an exciting and challenging duty station? Naval Special Warfare Development Group (NSWDG) is looking for qualified volunteer E4/E5/E6 CTOs. NSWDG is a CNO priority one, Type II command charged with the responsibility of research and development of emergent technology for applications in the Naval Special Warfare community. Opportunities exist to attend Army Airborne training and Military Freefall School. Travel opportunities are endless, while researching and working with state-of-the-art technologies. If selected, you will be stationed in Virginia Beach, Virginia. For more information on how to become a member of NSWDG, contact your Detailer at least one year prior to your PRD.

CTA

In conjunction with efforts to refocus the core skills of the CTA rating, COMNAVSECGRU 081915Z Oct 02 removed CTAs as a source rating for the NECs 2735/2779/2780/9301/9302. CTAs holding these NECs desiring to continue down an AIS career path are

strongly encouraged to convert to a rating where these skills are used. Regretfully, until the above NECs are removed from our CTA billet file, JASS will continue to reflect the NEC attached to the billet. Disregard the AIS NEC when deciding whether to apply for a billet, as they are no longer AIS related and training will not be provided enroute.

CTI

We welcome our new CTI E1 through E5 detailer, CTIC(AW/NAC) Ryan Edwards and wish "fair winds and following seas" to CTIC (AW/NAC) Bill Keown, who has departed the detailing wars for the friendly shores at NSGA Bahrain.

CTI Conversion Tips

Conversion packages to the CTI Rating often arrive at NPC incomplete. Please review the conversion package instructions at www.persnet.navy.mil/pers408/index.html. There seems to be confusion about some of the tests required for CTI. The only required test is the Defense Language Aptitude Battery (DLAB) which measures ability to learn a foreign language. This test can be taken once every six months for purpose of rating conversion. Another test is the Defense Language Proficiency Test (DLPT) which measures proficiency in a specific foreign language and is not required to apply for conversion. Also, when applying for conversion to CTI you cannot receive a language guarantee. All language class assignments are made at "A" school after you arrive based on the needs of the Navy.

CTT/EW

As of January 30, 2003 the EW and CTT rates will begin detailing as one rate in anticipation of the upcoming merger in October 2003. CTT(C/SW/AW) Jenkins will begin detailing all E5 CTTs and EWs. EW1(SW) Galvez will detail all CTT and EWs, E1-E4. If you are already in the process of negotiating with either detailer, you may finish negotiating with that respective detailer. If you have not begun negotiations yet, please take note of the change and call the appropriate detailer.

The sea/shore rotation for EWs will remain at 54/36 for E4 and below, and 48/36 for E5-E8 until amended by the Enlisted Community Manager sometime in 2003. Until this is officially changed to 36/36 in order to level the playing field for the EW-CTT merger. All requests for PRD adjustments for this reason will be denied.

ALL EWs that have not submitted their package for TS/SCI clearance **MUST** do so **IMMEDIATELY**. All personnel who will not be able to obtain a TS/SCI clearance **MUST** contact the technical advisor, EWCS McCormick (DSN 225-3051) to begin the force conversion process. Also, **ALL** strikers **MUST** have technical advisor approval prior to taking the EW rating exam.

Beginning in January 2003, all CTT and EW billets will be available for both rates, without the need for release from prospective rating detailer. Some billets may not be available if you do not have the required clearance.

If you are interested in becoming a 1734 technician, please submit a 1306 request. All requests that meet the requirements outlined in ETM Ch 8 will be strongly considered. If your request is approved, you will have to obligate for six years. Upon completion of school, you will complete a 24 to 36-month sea tour, dependent on your previous duty station.

LCPO's and LPO's, please take a look at the ASVAB scores for your strikers that are already rated EW's. If your people do not meet the minimum ASVAB requirements for EW/CTT, they should talk to their career counselors about retaking the ASVAB as soon as possible. Scores that do not meet the minimum requirements will prevent sailors from taking advantage of valuable training opportunities enroute to their next command.

IS

While there have been new innovations in detailing procedures, one thing still remains the same. The window for negotiating orders is nine to six months before your PRD. By the 10 month mark,

you should have already informed your LCPO and Command Career Counselor of changes in your family status and discussed your career goals with them.

Your CCC can relay this information as well as your interests in special programs by populating the Teaming Spreadsheet via JASS. Information gleaned from the spreadsheet, as well as direct contact, helps to establish realistic expectations on both sides of the table. You are eligible to apply on JASS for orders nine months from your PRD. You have six JASS cycles (three months) to select a set of orders.

Talk to your CCC or LCPO for assistance with deciding the best career move. Your detailers are standing by to assist in your career planning.

CT/IS/EW (PERS 408) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Musician Detailer (p64d):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p64d@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p408	Branch Head	882-3821
p408c	Rating Assignment Officer	882-3841
p408cb	Branch Master Chief	882-3826
p408cd	IS E6-E9 Rating Lead	882-3833
p408cd1	IS E1-E5	882-4462
p408ce	CTI E6-E9 Rating Lead	882-3835
p408ce1	CTI E1-E5	882-3830
p408cf	CTM E6-E9 Rating Lead	882-3826
p408cf1	CTM E1-E5	882-3838
p408cg	CTO E6-E9 Rating Lead	882-3836
p408cg1	CTO E1-E5	882-4693
p408ch	CTR E6-E9 Rating Lead	882-3843
p408ch1	CTR E5-E6	882-3843
p408ch2	CTR E1-E4 & Schools	882-3823
p408cj	CTT E6-E9 Rating Lead	882-3840
p408cj1	CTT E1-E5	882-3882
p408ck	CTA E1-E9 Rating Lead	882-3828
p408cl	EW E6-E9 Rating Lead	882-3825
p408cl1	EW E1-E5	882-3834

Fax 882-2650

Opportunities in Shore Special Programs

PERS 4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS CONSTITUTION, USS ARIZONA Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, and Naval Leadership Training Unit Instructors. We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, JOINT/PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments. For up-to-date billet availabilities please visit our website at www.bupers.navy.mil/pers4010/index.html or contact the appropriate detailee.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued. The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications Agency, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position. This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible. You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned Web site.

Remember, if you are interested in PERS-4010 billets, you **must** contact your regular rating detailee and request to be released to Shore Special Programs.

Major Washington/Memphis Staff Detailee, PERS 4010F

Flag Mess /Enlisted Aide Mess Management Specialist

Flag Mess/Enlisted Aide assignments have been relocated from PERS 402B to PERS 4010. Flag Mess/Enlisted Aide assignments can be up to eight (8) consecutive years of duty. Contact your rating detailee when you are in the 10-month detailing window. Ask to be released to PERS 4010F2 for Flag Mess placement. When released, contact PERS 4010F2 to discuss Flag Screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailee when you are in the 12-month detailing window.

Volunteers in paygrades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION / FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

Flag Mess/Enlisted Aide Detailee, PERS 4010F2

Equal Opportunity Advisor

Are you tired of the same old assignments and want a little diversity in your career? Then you might want to consider a tour as an Equal Opportunity Advisor (EOA). The Navy is currently searching for highly motivated Sailors who have the desire to become EOAs. If you are an E-6 or above, and have ever served as a Command Managed Equal Opportunity (CMEO) Manager or you don't have any EO experience but would like something challenging, a tour as an EOA might be perfect for you. EOAs are critical to the Navy's mission success and serve as valuable training tools to the Fleet worldwide.

If you want to serve as a EOA, the first step is to request via NAVPERS 1306/7 to be released from your rating detailee to PERS 4010D1. Consult Chapter 2.02 of the Enlisted Transfer Manual, NAVPERS 15909F, to obtain specific guidelines for submission of the 1306/7. Once you are released, PERS 4010D1 will notify PERS 00H (Navy Equal Opportunity Office), and a prospective EOA In-

*Submit Address
Changes On-line at
[www.persnet.navy.mil/
periodicals/link-per-
spective/Link-
Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)*



terview sheet will be forwarded to your command. The EOA interview is very similar to an instructor screening form. You will need to be interviewed by a qualified EOA, or the Navy EO office, and receive a favorable endorsement by your Commanding Officer. Next, you will negotiate orders either to sea duty or shore duty. Then you will be issued orders to the Defense Equal Opportunity Management Institute (DEOMI) for training. DEOMI is located in sunny Cocoa Beach, Florida and the course is 15 weeks in duration. After graduating from DEOMI you will go to your ultimate duty station as the Command EOA. Please keep in mind that a tour as an EOA does not preclude you from fulfilling your regular rating sea/shore rotation requirements.

Any interested personnel should contact PERS 4010D1. For additional information you can also contact TMCS(SW) McGhee or CTRCS(SW) Henderson at the Navy EO office, (800) 253-0931.

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

Defense Equal Opportunity Management Institute Instructors

Looking for a challenging assignment that not only enhances your career but also impacts the readiness of the Fleet? Come join the elite corps of instructors at the Defense Equal Opportunity Management Institute (DEOMI) and make a difference in your Navy and the Department of Defense. Work with senior enlisted, officers, and experienced DoD civilians from all services, to include the U.S. Coast Guard.

DEOMI is the only organization of its kind in DoD, responsible for providing equal opportunity and equal employment opportunity (EO/EEO) training to military members E-5 through O-7, DoD civilians and international students. The Institute offers nine courses and three workshops.

Teams of select trainers travel throughout the U.S. and abroad to Europe, South Africa, and other attractive locations. Primary duties include platform instruction and small group facilitation; however, an assignment at DEOMI also brings leadership opportunities, program management, and cur-



riculum design.

DEOMI instructors do not face a training dead-end. Instructors have opportunities to receive professional training from military and commercial sources. A demanding but predictable work schedule also allows staff members the opportunity to attend college and graduate-level courses. Many have attained associates, bachelors and even masters degrees while serving at DEOMI.

DEOMI is located at Patrick Air Force Base, Fla., near sunny Cocoa Beach along Florida's Space Coast. It's close to Orlando and Disney World, and just a few hours from Jacksonville, Tampa, or Miami. Recreational activities are plentiful with some of the best fishing in the country.

Much progress has been made in the areas of EO and EEO but there is more work to be done. You can make a difference in the lives of U.S. and international service-members and civilians. Come aboard DEOMI and be a catalyst for change. For more information contact PERS 4010D1.

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

'A' School Assignments

Are you a non-designated Seaman, Airman, Fireman or designated Sailor wanting the formal training "A" school can provide? If you are looking to take a positive step forward in your career "A" School may be

your answer. How do you go about getting an "A" school? First, talk to your career counselor. He or she is an invaluable resource in determining what you qualify for, which ratings offer the best opportunities for advancement, and in getting your request submitted.

A few notes for career counselors:

- Forward all "A" school requests to 4010S via 1306, along with supporting documentation per the Enlisted Transfer Manual (ENLTRANSMAN Ch.7).
- All packages must include the Sailor's ASVAB scores; also listed is special information needed for certain ratings. If a waiver is requested, include a clear justification.
- Carefully review paragraph 7.17 in the ENLTRANSMAN. This lists the required ASVAB scores, hearing and vision requirements, citizenship limitations, security requirements, and other special requirements.
- Per MILPERSMAN 1440-050, Sailors may not take the exam for one rating and request "A" school for another.
- If the Sailors ASVAB scores are outside the waiver limits, the JOBS program may be an option. Check the requirements listed in OPNAVINST 1514.1C.

*Head "A" School Assignments/
ATF Program
PERS 4010S1*

Shore Special Programs (PERS 4010) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Physical Security Detailer LCPO (p4010e):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p4010e@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
p4010	Branch Head	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	882-3864
p4010s	RAO, "A" Schools/Flag Mess/Flag Writer/ NATO/Joint/Washington Placement	882-3775
p4010a	Admin Supervisor	882-3860
p4010a3	Admin Asst.	882-3867
p4010c	Career Recruiter Force Detailer/4010 LCPO	882-3868
p4010c2	Recruiter E6 Detailer/Admin LPO	882-3861
p4010c3	Recruiter E4-E5 Detailer	882-3879
p4010c4	Recruiting LCPO/E7-E8 Detailer	882-2352
p4010a2	Recruiting Admin Asst.	882-2335
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/4010 LCPO/NAPS/OCS USS CONSTITUTION/USS ARIZONA Memorial	882-3878
p4010d1	EOA/NAVLEAD/SARP/Bearings Point	882-3862
p4010d2	Asst. RDC/MEPS/USS AZ Mem/USS CONSTITUTION Shore Disestablishments Coordinator	882-3855
p4010e	Physical Security Detailer LCPO	882-3877
p4010e1	Physical Security Detailer	882-3863
p4010e3	Brig/Physical Security/Women Ashore	882-3869
p4010f	Major Washington/Millington Staffs LCPO	882-3880
p4010f1	Major Washington/Headquarters Activities	882-3886
p4010f2	Flag Mess/Enlisted Aide Detailer	882-3871
p4010f3	Flag Writer Placement Coordinator	882-3732
p4010g	Joint Area Placement/MAAGS/MISSION/NATO/PEP	882-3872
p4010k	Head of Officer Accessions/NACIC/SERE	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	882-2373
p4010s2	"A" School LPO/Reclassification	882-4657
p4010s3	"A" School Rating Assignment	882-2287
p4010s4	"A" School Rating Assignment	882-3866
p4010s5	"A" School Rating Assignment	882-3875
p4010s6	"A" School Rating Assignment	882-3884
p4010s7	"A" School Rating Assignment	882-3865
p4010s8	"A" School Rating Assignment	882-3883
p4010s9	"A" School Rating Assignment	882-3873
p4010a4	Admin Asst. "A" Schools	882-2341
Fax		882-2646

CT / EW Enlisted Community

The Navy Foreign Language Office (NFLO) was established in June 2002 and envisions building a robust foreign language capability that considers both human resources and technology in responding to foreign language needs within the Navy. An immediate goal of the NFLO will be to provide centralized management to the Navy Foreign Language Program and to develop a comprehensive foreign language strategy. The office will work to establish reporting processes and tracking methods while standardizing requirements validation that will enhance the Navy's ability to meet its future operational and strategic language needs. The NFLO is looking forward to meeting with the Fleets and other stakeholders to help develop coordinated procedures and identify their language needs.

Located in the Navy Annex, Federal Building #2, Room 3619, Washington, D.C., team members can be contacted at:

CTICM (AW/NAC) Melissa Abbey - (703) 695-3058 or e-mail n13f1@bupers.navy.mil

Carol D. Keehner - (703) 695-6251 or e-mail n13fcl@bupers.navy.mil

Ron Harris - (703) 693-3965 or e-mail n13f2@bupers.navy.mil

For further information and updates, log on to www.persnet.navy.mil, select Community Managers, and then Navy Foreign Language Program.

CTA Transformation Update: The future of the rating could not be brighter! Since the last issue, the CTA Transformation Working Group has worked hard to bring specialized skills and training to the rating which focus on SCI program management, personnel/physical security, high-end office administration, database management and manpower management. In partnership with COMNAVSECGRU HQS, the Center for Naval Cryptology, SSO Navy, DNI policy staff, and the Defense Security Service Academy, the Job Task Analysis meeting held in Oct 02 at NSGA Norfolk went particularly well. The session helped to qualify and quantify the tasks currently being performed against those required to be performed, as outlined in our recently released vision message (COMNAVSECGRU//N00//101603Z OCT 02). The professional development, personal development, and qualifications/standards vectors of CNO's TFE initiative will be populated in order to drive the rating even closer toward our goal of creating a specialist armed with the professional expertise to efficiently manage a command's SCI program and office information environment. In line with this new vision, see the PERS 408 detailing section on additional impacts regarding CTA's no longer being a source rating for certain IT-based NEC's. Stay tuned for periodic updates as we continue our professionalization and transformation efforts. (POC is N132D8A.)

CTT/EW merger update: Time is running out! For those of who have not yet submitted your SSBI package, the merger is in clear sight. If you don't submit your SSBI package, you will be contacted by the EW/CTT TECHAD and advised to choose a rating for conversion. We need your help to make this work. "Get Hot"!!! (POC's are N132D8F and N132D8G)

CTO Transformation: Although the future of the CTO rating is still being formulated and is tied directly to the CTN development, look for improved advancement opportunities for the upcoming

cycles. We have temporarily closed the rating to conversions at every pay-grade and will take another look at this policy in the near future. (POC is N132D8D.)

Surface Operations

The Surface Operation Enlisted Community Manager Web Site is online! You can visit by going to BUPERS home page (www.bupers.navy.mil) and then clicking on Community Managers. Any comments regarding the website are welcomed.

During FY02 the Surface Operations ECM reviewed over 900 conversion packages. Most of these packages were disapproved due to a single factor. Inadequate ASVAB scores. Current ASVAB requirements are listed in NAVADMIN 315/01 and 176/02. The ECM can waive up to 9 points for a three-component score, and 10 points for a four-component score. Waivers are granted solely by exception and are adjudicated on a case-by-case basis. A preponderance of supporting documentation is required for waiver consideration. Examples of this documentation include: rating courses completed, working in the division, critical skill certifications/qualifications, and performance. Here are other examples of circumstances which will cause a rating conversion request to be disapproved:

- The member is currently under PCS orders.
- The member does not meet citizenship requirements for a particular rating.
- The member has been awarded NJP within the last 24 months.
- The member is not close to either their PRD or EAOS.
- Desired rating is overmanned, or current rating is undermanned. (Information available on the ECM websites)

It remains our desire to fit the right person to the right rating, and balance the skill-mix, Navy wide. If there is another area of specialty in which you feel better suited, please submit a rating conversion request. However, please be mindful of the requirements for converting to the desired rating. This simple check will allow us both to process your request more quickly, and limit your frustration.

Engineering

Advancement starts and ends at the Command Level. It is not solely the responsibility of the individual sailor. The success of advancement starts with your Professional Development Boards, mentoring programs, and your overall Command climate. Other factors include the strength and inventory of the ratings as well as the billets available. As gatekeepers of nine Engineering ratings, we make every effort to manage the numbers of personnel within each rating to ensure fairness in distribution, training, and advancement opportunities. This has been an extremely daunting task given the outstanding retention the Navy has experienced within the last couple of advancement cycles. Additionally, it is our responsibility to give you the tools necessary to attain successful advancement cycles. Let's face it, the Engineer of the future has become more and more attractive across the board!

Twice yearly, the CREO/REGA NAVADMIN is produced to assist sailors and Career Counselors in making the best choice pos-

sible not only; for the Sailor; but also, for the Navy. When this important document is overlooked, undue stress is caused to the Sailor and the Command.

Engineering department owns three of the Navy's top 5 over manned ratings: EN, EM and DC. Each of these ratings require ECM approval prior to participating in the advancement exam. Failure to do so render tests invalid and non-advancement of your Sailors. Additionally, approval is granted on a first come, first serve basis, and waivers are not normally granted in lieu of limited quotas. So, save your Sailor's heartache and your Command embarrassment. Go that extra mile to ensure all requirements have been met prior to participating in any Navy Wide advancement exam. We are here for you.

Nuclear Enlisted Community

After a year and a half in the Community Manager seat I have a whole new perspective on the superior level of performance and expertise resident throughout the nuclear community. I take great pride in representing you as I work to improve nuclear field community manning, advancement, and compensation.

Record percentages of students are successfully completing the nuclear training pipeline, which is resulting in higher manning throughout the fleet. As each of you looks around your departments you will see a few more faces than you have seen in years past. However, many of these faces will appear younger and will not be as grizzled or salty as before. Many of our shipmates who have been with us through the drawdown years are now leaving the Navy after 20 or more years of service. As their immense experience and talent departs, our duty of filling their shoes is also growing at a faster rate than previously. It means both faster advancement and greater responsibility earlier in your career. Each of you must recognize that your Navy is counting on you to rapidly qualify to the best of your ability and to assume a leadership role earlier in your career than those who preceeded you.

For those who rise to the challenge, your future is bright. You will advance faster and be rewarded quicker than your current leaders and mentors. You will also need to rely on backup from each other, the tech manuals, and a questioning attitude more than ever before. Maintaining the highest nuclear standards will continue to depend upon your characteristic teamwork, dedication, and train-

ing.

For those of you who rapidly advance to chief petty officer, senior chief petty officer, and master chief petty officer you will find yourself in control of your career more than ever before. Work closely with your detailing team to proactively drive your career in the direction that you want it to go. If you engage early and know what you want it is much easier to get the desired outcome.

With a few months left in my Community Manager position I am still working to improve your level of compensation through initiatives to increase SDAP and SRB award levels for nuclear trained personnel. Although these are likely to occur after I rejoin you in the fleet, I am confident your collective skill and continued exceptional service to your country will ensure success in these areas. The job you do is exceptionally valuable.

Nuclear Enlisted Advisor: Well it seems time is just flying by, for when this article hits the street I will have been in the office for a year. We have made some huge strides in many areas, especially in the world of SDAP, and I appreciate all of the support I have received from the units, the PSDs, the squadrons and groups. Don't let up on getting our hard working, nuclear trained Sailors their proper pay on time.

To make sure that we continue performing the administrative requirements correctly, I offer the following reminders.

When requesting a supervisory NEC, I need to know:

- The dates the individual qualified senior in rate.
- That the last eval had marks of 3.0 or higher in all areas.
- The dates that you want the new NEC to be effective.
- If the individual is a Second Class, I need to know that he has completed everything necessary to advance to First Class.
- The earliest that I can award the supervisory NEC without a waiver is at the five-year point, and to be granted a waiver prior to the five-year point the member must be qualified PPWS/EWS.
- When requesting the removal of an NEC, I need the supporting documentation that brought the command to the decision to remove the NEC.

These are a few reminders to help maintain the efficiencies that we have built. Efficient use of my phone keeps my desk available to people calling for help instead of forcing me to call around for missing data.

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Surf Ops ECM (n132d6):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

n132d6@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
n132	Head, Enlisted Plans & Policy Branch	225-3936
n132d	Head, ECM	225-3935
n132d1	Aviation Mech ECM	225-3806
n132d1a	Asst Aviation Mech ECM	225-3780
n132d2	Avionics/Aircrew ECM	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	227-2418
n132d3	Surf Engineering Prop ECM	223-7234
n132d3a	Asst Surf Main Prop ECM	224-6501

n132d4a	Asst Hull/Mech/Elec ECM	224-4827
n132d5	Surf Com System ECM	227-2502
n132d5a	Asst Surf Com System ECM	224-6503
n132d6	Surf Ops ECM	225-3875
n132d6a	Asst Surf Ops ECM	224-6855
n132d7	Spec War/EOD/Diver ECM	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	225-3914
n132d8	CT/Frgn Lang ECM	225-3380
n132d8a	CTA Tech Ad	225-3379
n132d8b	CTI Tech Ad	225-6363
n132d8c	CTM Tech Ad	225-3391
n132d8d	CTO Tech Ad	224-5512
n132d8e	CTR Tech Ad	225-3024
n132d8f	CTT Tech Ad	225-3320
n132d8g	EW Tech Ad	225-3051
n13f	Navy Foreign Language Program Manager	223-3965
n132d9	Sub Pers ECM	225-3887
n132d9a	Asst Sub Pers ECM	224-6851
n132d9b	Sub Pers ECM Tech Ad	223-6997
n132d10	Admin/Media ECM	224-6863
n132d10a	Asst Admin/Media ECM	227-2746
n132d11	TAR Aviation ECM	224-6646
n132d11a	TAR Programs Tech Ad	224-6864
n132d12	TAR Surface ECM	225-3905
n132d13	Medical/Dental ECM	225-3865
n132d13a	CMC 9590/HM/DT/DACP ECM	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	225-3871
n132d13c	Asst Medical/Dental ECM	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	224-0805
n132d14a	Law Enforcement ECM	225-3384
n132d14b	Asst Law Enforcement ECM	225-8676
n132d14c	Asst Legal/NC/CRF ECM	224-5560
n132d15	Supply ECM	224-6850
n132d15a	Asst Supply ECM	224-6649
n132d15b	Supply Tech Adv	225-3933
n132d15c	Asst Supply Tech Adv	224-6251
n132d15d	Supply Tech Adv	225-3932
n132d16	Seabees ECM	225-3940
n132d16a	Asst Seabees ECM	224-6645
n132d17	Intelligence Specialist ECM	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	223-1226
n132d17b	Asst Intel Specialist Tech Ad	224-3917
n132d17c	Asst Intel Specialist Tech Ad	223-2839
n132d17d	Asst Intel Specialist Tech Ad	223-3345
n132e1	"A" School Quota Mngmt	225-3953
n132e8	"C" School Quota Mngmt	225-6545
n133d	Nuclear Field ECM	225-4449
n133d1	Asst Nuclear ECM	223-0893
n133d2	Nuclear ECM QC Adv	225-3301
n133d3	SUBPAY Monitor	225-1276

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Super JASS

JASS, the Job Advertisement and Selection System, was first created by Navy Personnel Command (NPC) as an avenue for Sailors to select assignments vice phoning their detailer. Implementation brought several benefits to Sailors including more information

about an assignment, a wider variety of jobs to choose from, and 24-hour access worldwide at sea and ashore.

Super JASS is a refinement of the original JASS and was produced by a collaboration of NPC and the Enlisted Placement Management Center. Announced in NAVADMIN 130/02, the most visible change is that billets are grouped into three color-coded zones;

Green, Red, and Yellow.

The Green and Yellow zones are the primary zones of interest for Sailors who are in their normal negotiating window of six to nine months from their Projected Rotation Date (PRD). The Fleet's most important warfighting positions are displayed in the Green zone.

The Yellow Zone contains positions in high demand areas or units. These jobs are for those Sailors who are reenlisting under the Guaranteed Duty program.

The Red zone contains positions that were not filled in the

normal detailing window and require a Sailor to arrive at the command almost immediately. These Sailors are coming off limited duty, returning to the Navy after a break in service or terminating shore duty early.

The SUPER JASS system continues to change in response to customer feedback from Sailors, commands and the Manning Control Authority. Super JASS will continue to evolve as changes in detailing are revolutionized.

EPMAC Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the SN Detailer (ep471h):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@epmac.nola.navy.mil

ep471h@epmac.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

Code	Title	DSN
ep40	Commanding Officer	678-1470
ep40a	Executive Officer	678-5744
epcmc	Command Master Chief	678-1524
ep41	Enlisted Surface Placement	678-6730
ep42	Enlisted Submarine Placement	678-1539
ep43	Enlisted Aviation Placement	678-0646
ep44	Specialized Placement	678-1623
ep45	Enlisted Shore Placement	678-6968
ep46	MCA Readiness	678-5409
ep47	Director, GENDET Assignments	678-1432
ep472	Director, Immediate Avails/Assignment Div	678-1722
ep472a	Lead Detailer (Immediate Avails)	678-1588
ep471a	Lead GENDET Detailer	678-1435
ep471c	NROTC/Precom/Decom/Imm Avail Detailer	678-6204
ep471d	Women at Sea Detailer (SN/FN/AN)	678-1784
ep471g	AN Detailer (MALE)	678-1707
ep471h	SN Detailer (MALE)	678-1587
ep471j	FN Detailer (MALE)	678-5732
ep472b	SN/FN/AN Subs Detailer (Immediate Avails)	678-5267
ep472d	SN/FN/AN Detailer (Immediate Avails)	678-6772
ep47b	Program Analyst	678-1128
ep47s	HP Guarantees/Sensitive Moves	678-1433
ep48	Transient, Prisoner, Patient, and Holdee Dept.	678-5219
ep49	NEC Management	678-1347
TMU	Transient Monitoring Unit	678-1606

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL.

TAR (ENLISTED)

TRAINING AND ADMINISTRATION OF RESERVES

Wooden Ships and Iron Men

Though "wood" has been replaced with fiberglass and "men" are now referred to as Sailors, the long time-honored phrase "Wooden ships and Iron men" rings true yet today. It best describes those men and women stationed aboard Mine Countermeasure and Mine Hunting ships at Ingleside, Texas.

Located about 20 minutes from Downtown Corpus Christi, Naval Station Ingleside is home to some of the most enriching duty one can hope for. Life onboard an MCM or MHC may not be glam-

orous, but it is extremely rewarding. These smaller ships provide exceptional opportunity for an individual to learn more about their rating, to qualify at unique watchstations, and most importantly develop as strong and professional Sailors! With both sea and shore opportunities available, it is not uncommon for a Sailor to report to Ingleside, then desire a subsequent tour at Ingleside.

One of the biggest drawing points is that Ingleside provides for a quality family life. Local schools are some of the finest in the state and housing is very affordable. Government housing is readily available with even more new housing in the works. The South

Bend of Texas is located two hours South of San Antonio, three hours Southwest of Houston, two hours from the Mexican border, and provides some of the finest out-

door recreation one can get. Best of all the weather is beautiful. So, if you are a BM/DC/EM/EN/ET/DK/HT/IC/IT/MR/MS/PN/SK/YN and ready to step up to take that

special billet that will make you one of the best, come to Ingleside and join our fine community. You can only leave here a better Sailor!

TAR Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the YN Detailer (n414):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

nrpc-xxxx@nrpc.nola.navy.mil

nrpc-n414@nrpc.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
N4	Director	678-5109
N41	CMC/MCPO/SCPO	678-6205
N410	AE/AD/Physical Security	678-5412
N411	AM/AME/AS/PR	678-1214
N412	AT/AO/AN	678-5488
N413	PN/NC/PreComm/Special Programs	678-6207
N414	YN	678-6208
N415	SK/AK/DK/MS	678-1599
N416	HM	678-1779
N417	AW/AC/AZ/Aircrew	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	678-6206
N419	BM/ET/IT/SN	678-6209
N42	Admin Supervisor	678-6210
N421	School Quotas/TAD Clerk	678-1216
		678-5502
N426	CANREC/CRF	678-4250
Fax		678-6211

MUSICIAN

NAVY MUSIC PROGRAM MANAGEMENT DIVISION
PERS 64

Opportunities in the Musician (MU) Rating

If you joined the Navy to tour the world, consider touring as a member of a U.S. Navy Band. The MU Rating has immediate, critical vacancies in the following NECs: Flute (3801), Clarinet (3803), Saxophone (3805), Tuba (3811), Guitar (3812), Electric Bass (3815), and Vocalist/Entertainer (3825). Flute and clarinet majors must double on saxo-

phone, and saxophone majors must double on clarinet.

The MU rating is, in a word – excitement! With fourteen bands in locations throughout the world - from Naples, Italy to Pearl Harbor, Hawaii, and numerous sites in between – MUs are performing over 7,000 times each year in support of Navy presence and recruiting missions, Presidential inaugurations, parades down *Main Street, USA*, and in support of a host of other venues too numerous to mention.

If you're a talented vocalist or instrumentalist, then you may want to consider requesting a lateral conversion to MU, and becoming a member of the Navy's Music team! If you're interested, speak with your Career Counselor and start the rolling process today! Visit www.bupers.navy.mil/navymusic to learn more about this exciting career opportunity or call the Navy Music Program Management Office (PERS-64) at DSN 882-4316/4317 for more information.

MU Detailer

Musician (PERS 64) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Musician Detailer (p64d):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p64d@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p64	Division Director	882-4312

CAREER PROGRESSION

ENLISTED ACTIVE/RESERVE CAREER PROGRESSION DIVISION
PERS 81

Conversions

In order to improve our service to you, NPC has made applying for an enlisted rating conversion even easier! Simply FAX your conversion request, and accompanying documentation, to the following fax number: (Fax packages to DSN: 882-2043. Check the receipt of the package at: www.staynavy.navy.mil and for conversion Qs&As: 1-866-U-ASK-NPC. With this new process, conversion requests are placed into routing for detailer/ECM review the same day.

Want to check the location, DTG of Approval/Disapproval message or other status of your Conversions Package? Visit the Conversions Status Web site at www.persnet.navy.mil/pers8/pers-81/Pers-811/Pers-811E.htm.

Standard Conversion Requirements: (1) 1306/7, (2) Last three evaluations, (3) ASVAB Scores, CT, IS, MA, RP, NC, CRF, HM, and DT ratings require additional documentation.

References: CREO/REGA NAVADMIN 353/02MPM 1440-010ETM Chapter 7. SRB/SDAP/STAR/OTT Fax: 882-2623.

SRB Info: Sailors reenlisting for SRB who subsequently apply for an Officer program will have SRB suspended as of the Class Convening date. Commands/PSDs are reminded to hold SRB payments in abeyance for those members who already have Officer packages pending until results from those request are received.

STAR: Requests are submitted to Pers 811 for staffing through rating detailer.

SRB questions: 1-866-U-ASK-NPC.

Pay and Personnel Assistance Center: Comm: (901) 874-2521. Web link: www.persnet.navy.mil.

Career Progression (PERS 81) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Conversions Manager (p811e):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p811e@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
P81	Director	(901) 874-3255
P81c	Conversions LPO(Active)	(901) 874-4166
P811	Branch Head (Active)	(901) 874-2245
P811a	Enlisted Selection Board Support	(901) 874-4615
P811a1	Enlisted Advancement Eligibility	(901) 874-3224
P811a2	Advancement Eligibility Case worker	(901) 874-368
P811b	Assistant Branch Head, Conditional Reenl/Extn	(901) 874-2499
P811e	Conversions Manager	(901) 874-3205
P811e3	Conditional Reenlistment/Extensions	(901) 874-3238
P811e2	Conversions Case Worker	(901) 874-3361
P811e6	Conversions Case Worker	(901) 874-4743
P811e7	Reenlistment/Extension/BCNR Case Worker	(901) 874-3147
P811ft	SRB Case Worker	(901) 874-3217
P811f2	SRB/STAR/ADV SRB Case Worker	(901) 874-4993
P811f4	SDAP/OTT Case Worker	(901) 874-3216
P811f5	SRB-LSRB/EB/SDAP/STAR/OTT Manager	(901) 874-3215
P812	Branch Head (Reserves)	(901) 874-4540
P812a	Assistant Branch Head	(901) 874-4541
P812a1	Reserve Enlisted General Assignment Recall Manager	(901) 874-3196
P812a2	Reserve Conversions Case Worker	(901) 874-4542
P812a3	Reserve Conversions/GAR Case Worker	(901) 874-3196
P812a4	Reserve Branch LCPO	(901) 874-3915

Fax 882-2771/2623

Officers' Call



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Opportunities Increased for URL Officers

by Dean Persons, CNET Public Affairs

Unrestricted Line (URL) officers transferring to (or currently on) shore duty, with sufficient time ashore to complete a graduate degree program, now have an increased opportunity to obtain fully-funded graduate education during off-duty hours.

Under the Graduate Education Voucher (GEV) program, eligibility is open to active duty URL officers at the paygrades O-3 through O-5 who demonstrate superior performance and upward career mobility. Officers must be from the 111X, 112X, 113X, 114X and 13XX communities, not to include Training and Administration of

Reservists (TAR) officers.

GEV will cover 100 percent of a selected officer's graduate education cost (tuition, books and registration/application fees) up to a maximum of \$20,000 per year for up to 24 months from the time of enrollment, not to exceed \$40,000 for the entire program.

For FY03, there are 140 quotas available, apportioned as follows:

- 47 – Surface Warfare Officers
- 40 – Submarine Officers
- 47 – Aviation Officers

6 – SPECWAR/SPECOPS Officers

Officers interested in the GEV program during FY03 should submit a written request to their detailer with sufficient time for the detailers to process the application prior to registration requirements. For more information on GEV visit their Web site at www.nps.navy.mil/gev, or see NAVADMIN 385/02.

For related news, visit the Chief of Naval Education and Training Navy NewsStand page at www.news.navy.mil/local/cnet.

JSO Designation

Congratulations to those who were selected for JSO designation in November. JSO designation is becoming ever more critical as evidenced in the current NDAA requiring JSO designation prior to Flag selection beginning FY07. As of December 2001, officers qualifying for JSO are automatically screened based on completion of Full JPME and a qualifying Joint Tour. We anticipate screening qualified officers every quarter beginning January 2003 with designations being promulgated via NAVADMIN. Detailers are in tune with the JSO for Flag requirement, and will consider joint requirements in your career progression, however, please help yourself by considering non-resident JPME I options early in your career to alleviate the timing dilemma of resident options.

JPME Phase II

You have completed your Phase I Joint Professional Military Education (JPME), so what is the next step towards completing all of your JPME? Completing JPME Phase II at the Joint Forces Staff College (JFSC). This is also the next step toward a Joint Specialty Officer (JSO) nomination. JPME Phase II is taught three times a year at JFSC in Norfolk, Virginia, with a focus on joint and combined operations. JPME Phase II credit and the JS8 AQD are awarded upon completion of the Joint and Combined Staff Officer course or the Joint and Combined Warfighting course (graduates of the Senior course at a service War College). Both courses are 12 weeks long and prepare you for joint staff duty.

JFSC is offered in-residence only, but you can attend the school either en route to your next command (joint or non-joint) or TAD and return to your present command. Either way, the travel and lodging expenses are paid for by BUPERS. If you have already completed JPME Phase I, are scheduled to roll soon, and need to complete JPME Phase II, talk to your detailer about going to JFSC en route to your next duty station. If you are already in a joint command or non-joint command, call LT Oudrey Hervey, our new JFSC Placement Officer, at DSN 882-4218 or commercial (901) 874-4218, for information and quota availability. Quotas are filled on a priority basis with the highest priority going to officers PCS en route to a joint command and the lowest priority going to officers

TAD and return from a non-joint command. The FY-03 classes begin on January 6, April 7 and July 7 and run for 12 weeks. You can learn more about JFSC on the PERS-45J web page (www.persnet.navy.mil/pers45j) or the JFSC home page (www.jfsc.ndu.edu).

Joint Credit for Duty at JTF Headquarters

The 2002 National Defense Authorization Act approved nine specific joint task force operations for retroactive cumulative (partial) joint credit.

OPERATION

Operation Northern Watch
Operation Southern Watch
Operation Able Sentry
Operation Joint Endeavor
Operation Joint Guard
Operation Desert Thunder

DATE OF OPERATION

Aug. 1, 1992 - TBD
Aug. 27, 1992 - TBD
June 26, 1993 - Feb. 28, 1999
Dec. 25, 1995 - Dec. 19, 1996
Dec. 20, 1996 - June 20, 1998
Jan. 24, 1998 - Dec. 15, 1998
Operation Joint Forge June 20, 1998 - June 10, 1999
Operation Noble Anvil Mar. 24, 1999 - July 20, 1999
Operation Joint Guardian June 11, 1999 - TBD



Officers serving in or who have served in qualifying temporary **JTF Headquarters** (not subordinate command) assignments can receive cumulative joint duty assignment (JDA) credit. Cumulative JDA does not satisfy the requirements for eligibility for promotion to O-7, selection as a joint specialty officer, or inclusion in service joint promotion reports. Eligibility requirements are as follows:

- Active Duty List (reserve component and professional specialties are excluded)
- O-3 or above who served in an O-4 or above billet
- Served a minimum of

90 consecutive days **on the JTF HQ staff (not a subordinate organization or service component) in an approved operation.**

A web page has been set up that allows officers to check eligibility and complete application for JTF credit at www.dmdc.osd.mil/jtf/owa/jtf_main.home. Officers may use the on-line application and submit documentation to this office.

Captain's Corner

The holiday season is now behind us and along with it two highly successful administrative selection boards. We've recently completed the Major Command and Commander Command selection boards, and I want to congratulate all those officers who were selected. It is a true testament of your outstanding performance over an extended period of time, and each of you should be proud of your accomplishments.

For those of you selected for major command, my primary assistant (p41a@persnet.navy.mil) is standing by to assist you in any way possible in your detail to major command. For those of you not selected, I'm standing by to assist you in making your next career decision. There are many billets available that will strengthen your already superior record and make it stand out at the next selection board.

For those selected for Commander Command, my PER 410 team is standing by to answer any questions you may have regarding operational detailing and the command slating process. You may contact them at p410a@persnet.navy.mil or p410b@persnet.navy.mil. We are currently slating four times per year with an average of 15-20 ships per slate. You can expect to arrive in command 12-15 months after you are slated. Until then, keep up the great work.

Although not yet written as I write this article, be on the lookout for our selection board lessons learned message (if it's not out already). It outlines those things in an officer's record that stand out (both good and bad) at the selection boards. Use this message as a starting point when deciding what type of billet you want to pursue and also when you're counseling your junior officers in regard to career decisions. But always remember that one thing hasn't changed in all these years - sustained superior performance at sea is still the number one indicator in any officer service record.

I want to take a moment and update you on the progress we've made in regard to the Surface Warfare Officer Critical Skills pay program. In the first three months, we've received over 300 applications. Due to eligibility requirements, most of these applications have been for the single year option. The first officers eligible for the multi-year SWOCS option are just now coming into

the eligibility window, and we expect a majority of the applications submitted to be for this option. The SWOCS pay is a great news story for all SWOs as it recognizes the skill sets all O-4's bring to the table, and how important SWOs are to the success of our Navy.

Until I see you on the waterfront, sail safe.

Surface CDR PERS 410

Now that the smoke has cleared from the Commander Command Screening board and the holidays are over, I wanted to share some insights with you on the process of preparing for the board from the PERS-410 shop.

We start putting the Commander Command board together in September. The first step is defining all of the eligibles and scrubbing the list for those officers retiring or resigning prior to the board. We provide this list to PERS-3, who then creates the board records. The board record is an electronic copy of your permanent record, pulled out for use by the Commander Command board.

Working closely with our community leadership, we start identifying the board membership and checking schedules to ensure they can attend. We identify one PXO with time in his pipeline to come out to Millington in October to spearhead our "data gatherers," and then provide him some JO's (LIMDU, delayed in pipeline, etc.) to gather the contact data, call for missing fitreps, and generally support board administrative preparations.

Each officer's record gets at least three reviews. Late in October all of the SWO records are distributed throughout PERS-41 and reviewed. This initial scrub generates an error list that is posted on our website and then passed over to the data gatherers to pursue the missing documents. In mid-November, the records are reviewed a second time, again by PERS-41, and this time the scrub focuses on command quals and the last five years of fitreps. Often during the second review, missing documents previously identified have been scanned into the board correspondence file, and the reviewer must then manually enter the qualification or fitrep grades onto the OSR/PSR. One week before the board convenes, the Assistant Recorders (AR's) report. They are assigned records and conduct another complete record review, updating the data as it

comes in.

The data gatherers continue to gather missing documents throughout each of the reviews and compile a contact list. They provide all of the documents to PERS-3 for scanning into the board record. The contact list provides us a communications path to call an officer for a missing fitrep or qualification up to the very last minute. We will continue to enter data and pursue missing reports up until the record is actually briefed.

Often officers we contact express frustration at submitting the same documents for multiple boards. Simply put, everything we gather for the Commander Command board updates your board - vice permanent - record. When the board reports out, those records are destroyed and the data you send in many cases is lost. In order to update your permanent record, the documentation must be sent/faxed to the following address/number:

Navy Personnel Command
PERS 312
5720 Integrity Drive
Millington, TN 38055-3120
Fax: (901) 874-2851 DSN: 882-2851

If you have questions regarding updating your permanent record we are standing by to assist. Or you can call the Officers Records Branch at:

(901) 874-3350 DSN: 882-3350.

I hope this provides some additional insight into the mechanics of the board. We spend a great deal of time and effort to present the most accurate and up-to-date record possible to the board.

Surface LCDR PERS 411

By the time you read this article, the board season will be in full swing. The Lieutenant Commander CO/XO screening board is scheduled for 14-18 April 2003. The PERS-411 team is already well into preparations and has established an information link on our website. PERS-41 personnel have been reviewing officer records for fitness report continuity and basic documents. A list of board eligible officers and record discrepancies will be published on our website in February 2003. If you have not already done so, go to the Stay Navy website (www.staynavy.navy.mil) and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo

at your current rank, all fitness reports, awards, and qualifications. Remember that your record is your responsibility, but we are standing by to assist you to ensure that it is complete and accurate.

Officers who desire an additional look must submit a letter to the board president via PERS-41. Additional look letters may be submitted by officers who were not screened for XO during their normal three looks and by officers requesting a "list shift" who were screened to slate in non-traditional XO billets on their third look. In the letter, you need to fully explain how you were uniquely disadvantaged during previous selection boards. If you are considering an additional look, please contact us so we can discuss the specifics of how to submit your request.

SWO Critical Skills pay continues to move ahead. This is a great program, and we hope that all eligible officers apply. PERS-411 is processing requests as we receive them. You can go to our website to find the NAVADMIN detailing application procedures as well as POC information. This site also lists the requests received and approved. If you have questions, contact us at anytime.

Surface Junior Officer PERS 412

SWOSDOC: As you should be aware, SWOSDOC has undergone a significant change. New accession officers are now going straight from their post-graduation leave to their ships and will use a training program being delivered by CNET to ships on CD-ROM to complete the core SWO PQS requirements, formerly taught in Newport, in the best classroom available – a ship. Additionally, any Billet Specialty Training (BST) required for their assigned job will be attended in their homeport, if available there, when their ship deems it appropriate. Some officers will receive required BST enroute to their new commands if the courses are not available in their homeports. Once they complete the training curriculum, earn their OOD(U/W) qualification, and are recommended by their CO, they will go to Newport for Tailored SWOSDOC. This will be an intense three weeks of focused discussions and training in warfare areas with a lot of time in new shiphandling simulators to improve on their skills as surface ship drivers.

With this change in SWOSDOC, we are looking for highly motivated and dynamic officers to be facilitators and leaders of the new SWOSDOC. For specifics, contact your detailer.

GEV: The Graduate Education Voucher (GEV) program has been highly successful in allowing officers on shore duty to complete their Masters' degree while filling critical jobs. As in FY02, the surface community was granted 47 GEV quotas in FY03. With this number of quotas, the priority in assignment will be to officers selected for the SWO MBA program and those serving in 18/12 billets at the ATGs, ATRC, and SWOS. We will continue to accept all applications, but the opportunity to use GEV will be limited outside of the 18/12 program.

Shore "slating" process: Every month, we solicit preferences from those officers rolling to shore duty nine-months out. The current rollers list and list of billets available is listed on our web page at www.persnet.navy.mil/pers41/412. Here is a summary of the process used to assign shore billets:

- The detailers receive inputs from each officer being detailed. We normally ask for five preferences.

- Each officer is listed on an internal spreadsheet next to the billet that they desire.
- At the end-of-the-month, for those billets that have more than one officer desiring it, we hold a mini-selection board within PERS 41. At-sea performance and qualifications are the main focus when comparing records.
- For those that do not get their number one preference, we look at the alternative preferences and compete them as necessary for those.

The process for shore slating is the same for all billets, whether they are the highly competitive USNA, Detailer, NROTC instructor, or any of the other shore billets. ALL billets posted to the 412 shop by the placement officers for fill are listed on our web page. Contact your detailer for any questions regarding the process.

Qualifications: Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment.

Communication: Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn't find it) and e-mails/phone calls are a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

Surface Placement PERS 413

Greetings from Surface Placement, located in beautiful Millington, Tennessee. Surface Placement represents the ship and is your executive agent for officer manning issues. Our main function is to ensure full officer manning on your ship or staff. There is a placement officer for CRUDESANT, CRUESPAC, AMPHIB, MCM, CLF, and afloat and ashore staffs.

Early and frequent communication between the XO (or flag sec) and the placement officer is vital. Whether you choose to communicate via LORTARP (which we recommend every three to five months), telephone, or e-mail, our understanding of your internal assignments and officer rotation plans makes a tremendous difference in our ability to support you and get trained officers to your ship on time. We work closely with you and the detailer to make sure the needs of the Navy, your ship, and the officer are met.

Another aspect of the placement job is the building of training tracks in the orders for your incoming officers to ensure they are set-up for success, and that the ship receives officers with the training to fulfill your officer rotation plan. Your preference and inputs for training tracks - particularly in the case of incoming ensigns - are essential. Though the Billet Specialty Training (BST) process will change in December, SWOSDOC classes 151 and 152 will still require a BST input from you. Just send an e-mail to us requesting the specific training you desire. If you want to verify prospective gains, give us a call or drop us an e-mail.

Division Officer Sequencing Plan (DOSP). DOSP is a tremendous opportunity for a young officer and your ship. Our website fully explains the three options and the paperwork that goes with

the process. Letting us know early that you want an officer to fleet-up ensures we don't advertise that billet to the fleet, making for smoother detailing.

The bottom-line is Placement exists for one reason - to help you improve your combat readiness in the manning arena. Early and aggressive contact are the keys to success. Don't wait for a LORTARP to discuss "hot" issues or emergent manning problems. We are standing by to assist in any way.

S u r f a c e Nuclear PERS 41N

As I write this *Link-Perspective* article, we are in the middle of two of our most important SWO screening boards. The Major Command board is now in the rear view mirror, and the Commander Command board is only two weeks down the road. The SWO Major Command board was highly successful as four of our ROs were screened. This solidly reinforces our belief that the Reactor Officer tour is the "eye of the needle" for upwardly mobile SWO(N)s enroute to Major Command and beyond.

If you have been able to plug in to our weekly email, you are aware we have started a SWO(N) contact database, to include each officer's home or work address, phone number, and a home and work email address. This information will be very helpful in our effort to continue to improve our service to all of you in the fleet. As you change duty stations, please make sure you shoot an email to p412n@persnet.navy.mil with the updated contact information!

Finally, we must bid farewell to CAPT Cullom as he starts his PCO pipeline. CAPT Cullom has provided some terrific community guidance over the last 18 months and will be greatly missed. His relief is fresh from a very successful CO tour and a year as a Congressional Fellow, working for Senator Ted Kennedy. Welcome aboard!

Surface LDO / CWO PERS 414

Congratulations to CAPT Don Price and CAPT(sel) Jim Thompson for screening for Major Command Ashore. This is the ultimate milestone for an LDO.

We have recently swapped 11 LCDR and four CDR Afloat billets for 15 shore billets with the 1600 community. Many of you are concerned the opportunity for challenging

afloat billets as a LCDR/CDR will be diminished. Not so, those who desire to serve in CV/N CISO, CSMO, and CSO billets will still have the opportunity to do so. We in turn received challenging shore billets including CO NCTAMS JAX and many other career-enhancing assignments.

The Board season is upon us. The fol-



lowing boards will be held during the next quarter:

- Captain Line Active 13 Jan 03
- LDO/CWO Procurement 13 Jan 03
- Commander Line Active 19 Feb 03
- Lieutenant Commander Line Active 31 Mar 03

Recommend you verify that your OSR/PSR are up-to-date and correct. These are the primary documents reviewed during the promotion process. The detailers can update your qualifications (EOOW, OOD U/W, SWO, TAO, etc.). It is also important to have an in-grade photo.

Best of luck to all those up for promotion. I look forward to seeing your name on the selection lists.

I'd like to take this opportunity to thank all those LDO/CWOs who are out there making a positive difference.

ADMIN Corner

Overseas Duty: We have some great overseas assignments that are very career enhancing and offer a great opportunity for you and your family to experience different cultures. There are relatively few of these types of assignments overseas and back-to-back overseas assignments are not normally possible. If you are in one of these assignments, be prepared to move at your PRD so one of your shipmates can have the opportunity to serve in one of these great assignments.

Flexibility: The negotiating process be-

tween the detailer and the constituent is done approximately 12 months out from your PRD. It is great for you and your family to know this far out where you will be going next. On that note though, because we detail so far out, there are times that we may have to renegotiate because the billet is no longer available, the command doesn't want it filled, or a situation has risen and the person there can't move because of an EFM or HUMS issue. If this situation happens, you will be contacted and will have to pick another assignment. It is not the ideal situation, but it does happen.

Deck Operations Ordnance Security Corner

We are rapidly approaching selection board season again. Do your part by reviewing your record for the most current FITREP, correctness of awards, and photo in current grade. Good luck to all candidates.

The selection list of our new LDOs/CWOs should be out shortly after this publication. Congratulations to all selected. To all of you "old salts" out there, work on getting the word out and soliciting those that are qualified to apply for the program. It is never too early to start identifying and grooming your relief.

Surface Engineering/Repair Corner

This is the season to be jolly! The AUS-TIN class LPD Chief Engineer jobs were added to the spot promote list 08 November 02. If you are serving in one of these positions or are going to one of these billets, you need to send your command-endorsed spot promote letter to me as soon as possible. The next Spot Promote Board convenes 27 Feb 03. Minimum requirements are two years TIG as a LT, qualified as Surface Warfare Officer, and screened for Department Head.

Electronics / Communications / ADP Corner

During my past 18-months here at BUPERS, I have continued to analyze selection board results to determine why some

officers are promoted and others do not fare quite as well at promotion boards. The common thread among the successful officers is breaking out in your competitive category, taking your fair share of USS sea billets, and completing your OOD/SWO qualifications. As LDOs/CWOs we are already in a small group of highly competitive officers, so having to pick and chose from this group is not an easy task. Other factors that play a part is your willingness to go overseas or to take the right job for your career even if it is not in your current geo-location. This is the difference in the Navy being just a job or being your career. As you continue to move up in rank the competition continues to get tougher. With this in mind, you should continue to seek challenges that will foster your growth and maintain a record of sustained superior performance.

As I move on, I would like to thank all of you that continue to take the hard jobs out there and lead today's young Sailors; your efforts are greatly appreciated. I would also like to introduce my relief. She comes to BUPERS with a wide variety of experiences and a superb record and is a welcome addition to the Surface LDO/CWO Detailing Shop.

Special Warfare PERS 415

FY04 selection boards began in late September, with Transfer-Redesignation and Surface Major Command boards meeting now. Paramount to all selection boards are the records of those up for consideration, and the accuracy and completeness of the records. A pre-selection board record review by NPC provides a screen for FITREP continuity and completeness of career information. The results of this review are now available on a web page: www.bupers.navy.mil/pers32/discrep/board_name_req.asp. The intent is to provide all eligible personnel the opportunity to personally verify the accuracy of their record and give them a timely opportunity to forward missing material. On an average, these record review discrepancies will be posted 45 days before a board is scheduled to convene. NAVADMIN 370/02 applies.

NAVADMIN 369/02 announced a revision to classification of race data and asks naval personnel to review their race codes to ensure their preferences are accurately reflected. After Monday, 6 Jan 2003, personnel are asked to log on to Bupers Online (www.bol.navy.mil), review your individual race and ethnicity codes on file with the Navy, and make corrections if necessary.

Hard-fill billets: The following are current NSW hard fill billets. **We're looking for volunteers so if you are up for orders and interested,** please respond via email or call the detailee. **Billets listed are immediate fills.**

1) NSWU-1	Staff Operations and Plans	LT
2) NSWU-4	Staff Operations and Plans	LT
3) SBU-22	Operations Officer	LT
4) NSWGRU TWO	Staff Operations and Plans (3 vacancies) LT and LCDRs	
5) CNSWC, Washington DC	PMS-395 w/ additional duty to NAVSEA LT or LCDR with SDV experience	
6) USNA, Annapolis, MD	Company Officer	LT
7) Command and Staff College, Quantico, VA		LCDR

715X hard-fill list follows in priority order:

- 1) SEAL Team Seven
- 2) SEAL Team One
- 3) SEAL Team Three
- 4) NAVSPEC Unit Four
- 5) SBU 20 Det Carib (SEA)
- 6) NSWG-1 Training Detachment

Special Operations PERS 416

Board Results! Congratulations to each of our Major Command Selectees. Two exceptional candidates were screened for Special Operations Major Command. Additionally, one of our officers was selected for Acquisition Professional Major Command.

Fair Winds and Following Seas. CDR Ted Lucas leaves NPC enroute to take command of Explosive Ordnance Disposal Mobile Unit FOUR, in Bahrain, to be commissioned in the spring of this year. He has performed flawlessly, executing a challenging and successful realignment following the September 2000 SWCC decision to focus our officers in core war fighting specialties of EOD and Underwater Mine Countermeasures. Good luck during your Commanding Officer tour.

Billet Assignments. The triad of detailing has always been (1) needs of the Navy, (2) needs of the individual, and (3) desires of the individual. Every attempt is made to satisfy all three with every assignment. The following list of billets are ones that are either gapped or have no relief identified. Multi-person "daisy chains" are normally required to satisfy these and other billet fill requirements. Keep your duty preference cards up-to-date as it is my first indication as to your follow-on desires. Also, early personal liaison (9-12 months away from PRD) will help keep me up-to-date in regard to any changes in your needs or desires.

Assignment Opportunities:

Command	Rank	Desig	Billet	Fill Date
ONI	LCDR	1140	OPINTEL	ASAP
DTRA	LCDR	1140	Program Manager	0303
CNSWC	CDR	1140	WEP GEN/EOD	0303
OSD	CDR	1140	Dep Dir Program	0309
EODGRU 1	LT	6480	Staff MTL/EO	0309
CMWC	LT	1140	Staff Red/Gen	0307
COMEODGRU 2	LCDR	6480	EOD/Staff MTL	0310
NAVMARANASSUPPAC	CDR	1140	XO	0310
MCMRON 2	LT	1140	Staff EOD	0310
MCMRON 2	LT	1140	Staff EOD	0311
NSCOLEOD	LT	6480	EOD/CISO	0311
EODMU 2	CWO2	7480	OIC	0311

You cannot over-communicate! I look forward to the challenge of this assignment. Keep me up to date on your career goals and command requirements. I can be reached at DSN 882—3911; commercial (901) 874-3911; FAX (901) 874-2759 (ATTN: P416).

Surface Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

For commercial phone numbers use: (901) 874-XXXX (DSN 882-XXXX)
(703) 614-XXXX (DSN 224-XXXX)
(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p412A@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)
(202) 433-XXXX (DSN 288-XXXX)
(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
	PERS-41 Toll Free Number (1-877-673-6772)	882-6772
p41	Director/CAPT Assignment	882-3927
p41B	Deputy Director	882-3927
p41A	Assistant, CAPT Assignment	882-3927
p41N/424	Assistant, Nuclear Assignment	882-3940
p41M	Community Management Analyst	882-4939
p41M1	Assistant, Community Management Analyst	882-4939
p410	Head, CDR/LCDR Assignment	882-3900
p410A	Assistant, CDR Assignment	882-3900
p410B	Assistant, CDR Assignment	882-3900
p411	Head, Post DH Assignment	882-3888
p411A	Post DH Assignment (A-K)	882-3888
p411B	Post DH Assignment (L-Z)	882-3888
p412	Head, Junior Officer Assignment	882-3894
p412M	Department Head Assignments	882-3894
p412A	Junior Officer Shore Coordinator	882-3894
p412S	Junior Officer Sea Coordinator	882-3894
p412N	Surface Nuclear Assignments	882-3984
p412C	Division Officer Assignments (A-D)	882-3894
p412H	Division Officer Assignments (E-J)	882-3894
p412K	Division Officer Assignments (K-N)	882-3894
p412J	Division Officer Assignments (O-S)	882-3894
p412F	Division Officer Assignments (T-Z)	882-3894
p413	Head, Surface Ship Placement Branch Head	882-3897
p413A	LANT CRUDES Ships and Staffs	882-3917
p413B	PAC CRUDES Ships and Staffs	882-3901
p413E	CLF/PC/USNS/Trng/MW	882-3921
p413F	Amphibious Ships and Staffs	882-3923
p414	Head, Surface LDO/CWO Assignment/Administration	882-3885
p414B	Deck/Ops/Ord/Sec	882-3906
p414C	Engineering/Repair	882-3887
p414D	Elex/Communications/ADP	882-3907
p414A	Admin and Bandmasters	882-2329
p415	Head, Special Warfare Assignment/Placement	882-3924
p416	Head, Special Operations Assignment/Placement	882-3911



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Captain's Corner

Changes to Submarine CO/XO Screening Boards

In September 2002 changes were enacted to the Submarine CO/XO Screening Boards that will be applied commencing with the FY04 CO/XO Screening Board in May 2003. CO screening will shift one year to the right from the current 13-15 YCS to 14-16 YCS and the screening percentages will shift from 20/30/50 percent for 1st/2nd/3rd looks to 30/50/20. XO screening will remain at 9-11 YCS; however, the screening percentages will shift from 20/30/50 to 10/30/60. These changes were approved to provide screening boards with more documented "at sea" performance upon which to base their selections. The tables below summarize the transition plans. Contact your detailer for any questions.

SUBMARINE SUPPORT INCENTIVE PAY (SSIP)

The FY-01 National Defense Authorization Act provided legislative authority for a Critical Skills Retention Bonus (CSRB) for those officers possessing skills considered critical within the Defense Department. The Secretary of Defense has designated Submarine Support as a critical skill. Submarine officers who are designated as "not cleared" for Commanding Officer (CO) or Executive Officer (XO) are highly trained and experienced submarine officers no longer eligible for nuclear officer incentive pays (COPAY and AIB). These officers possess skills that are still needed and which cannot be easily or quickly replaced. Submarine Support Incentive

Pay (SSIP) is designed to retain these officers who are critical to manning submarine support billets throughout the fleet.

SSIP eligibility requirements are:

- On active duty, and thereby entitled to receive basic pay.
- Have not completed more than 25 years of active service (including previous enlisted service) by the end of the term of the contract (Note this requirement of CSRB legislation makes SSIP service requirements more restrictive than eligibility for NOIP).
- Currently holds designator 1120.
- Currently serving in paygrades O-4 through O-6. Not eligible until date of promotion to O-4.
- No pending or approved lateral transfer requests, or applications to the Permanent Military Professor Program.
- Medically qualified for assignment to submarine community cognizant billets (1120 and 1000/1050 coded) worldwide.
- In good standing within the community. No pending investigations, punitive administrative actions, DFC proceedings or legal actions in progress or completed.
- Officers must not be currently qualified for the supervision, operation or maintenance of naval nuclear propulsion plants, and therefore not eligible for NOIP.
- Officers who have lost AQDs/NOIP/CONSUBPAY due to refusal of nuclear assignments will not be eligible for SSIP.
- Officers who fail final screening for submarine department head will not be eligible.

SSIP will be available beginning Oct. 1, 2003. Rates will be \$10K for a one-year contract, \$11K annually for a two-year contract, and \$12K annually for a three-year contract. Guidance on application procedures will be promulgated separately.

XO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				Screening Complete
88	20%	30%	50%			No Changes
89		20%	30%	50%		First YG Affected
90				30%	50%	First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

CO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				➔ Screening Complete
88	20%	30%	50%			➔ No Changes
89		20%	30%	50%		➔ First YG Affected
90				30%	50%	➔ First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p42	Director/CAPT Assignment	882-3930
p42B	Deputy Director/CO Detailer	882-3929
p421	Head, Submarine/Nuclear Power Assignment	882-3944
p421A	Post Department Head Shore Detailer	882-3931
p421B	Department Head Detailer	882-3932
p421C	Junior Officer Shore Detailer	882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator	882-3933
p421E	Accessions/Resignations	882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment	882-3935
p422A	LDO/CWO Detailer	882-3945
p423	Staff Placement	882-3937
p424/41N	Head, Surface Nuclear Power Distribution	882-3940
p424B	Assistant, Surface Nuclear Power Distribution	225-4192



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm



Aviation Notes

The JO Jobs spreadsheet is up and running. You can view a spreadsheet of sea and shore JO Billets and submit your preferences online. Go to www.persnet.navy.mil/pers43/jo_billetlinks.htm.

Don't forget to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). You should definitely check it prior to a promotion board. For FITREP corrections call PERS-311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections call DSN 882-3330/93.

We have a new FAQ section on the PERS-43 web site, but currently we've only got one question listed. If you've got questions that you need answered, submit them to the PERS-43 webmaster at p43webinfo@persnet.navy.mil with "FAQ Submission" in the subject. We'll try to respond directly to you plus we'll add the question to our FAQ page.

There has been a change to the PERS-43 Policy regarding 1st Shore Duty Tour Lengths. Here are the details:

PERS 43 Policy For 1st Shore Duty Tour Extensions

In a concerted effort to maximize/improve production output from Training Command units throughout Naval Aviation, the current shore duty tour length of 30 months has now been increased to 33 months for all 1st tour shore orders (including those outside production sources) under the following conditions:

- PRDs will be adjusted to 33 months for the following individuals:
- Individuals with orders to 1st shore duty but have not yet executed.
- Individuals currently on 1st shore duty who have not accepted or negotiated follow-on orders.
- PRDs on individuals who have accepted orders from 1st shore duty to follow-on duty of any sort will remain at 30 months to reduce the impact on turnover and gapped billets.
- 1st tour SFTI instructors on shore duty who completed the SFWT course prior to checking into their 1st shore tour will remain on 30-month orders.

- 1st tour SFTI instructors assigned to N-7 will remain on 36-month shore duty orders.
- TPS shore tour lengths will remain unchanged.
- 1st tour transition aircrew that complete the 6 month initial training will be assigned 30 month shore duty orders upon completion of this training.
- In no case will an individual's 1st tour shore duty orders be written for more than 36 months.
- There is no GREMAIN associated with this tour length.
- This extension does not affect bonus eligibility.
- Based on member circumstances, detailers and individuals will negotiate 1st tour shore duty so as to minimize impact on career milestones. This may require a 1st shore tour length less than the standard 33-month timeframe to make Department Head timing. This policy will not be used to preserve second sea tour unless the individual requests such.
- Those individuals who accepted orders to 1st shore duty for 30 months are not required to extend to 33 months unless requested. They must inform their detailer of their intentions and once notified, they will not be able to re-negotiate this.
- Commencing immediately, anyone now accepting orders to 1st shore duty will be assigned 33 months with no exceptions. Detailers will be able to adjust PRDs to meet career milestones if appropriate, but individuals exiting the service will be held to PRD.

This increase in 1st shore tour length should provide a stable training force of instructor pilots throughout our production sources to compensate for the 3 month IUT programs in affect for most squadrons. PERS-43 will extend this opportunity for all 1st tour shore duty Naval Aviators as the Second Sea Manning Plan continues to fill our required and necessary billets at sea. Individuals whose career milestones may be affected by this policy will be carefully evaluated for implementation based on detailer guidance. In the future, PERS-43 may adjust this policy to accommodate the required manning policies.

Captain's Comments

Greetings from the Head Aviation detailer! I have been on the job for over a year and have had the opportunity to visit most of our aviation concentration areas as well as a few sites off the beaten path, like our TACAMO team at Tinker. Regardless of where I visit, the energy and dedication of aviation's warriors in every community always impresses me. I can say without hesitation that because of your devotion and patriotism, Naval Aviation's future is very bright.

In my travel around the fleet, I have fielded some questions concerning the rumor of an extended gap between this year's command screen board, which reported out in September 2002, and next year's board. I thought I would take this opportunity to announce, officially, that there will be a change to the process for the next Aviation Command Screen Board.

The FY04 Aviation Command Screen Board will be held in April 2004 vice September 2003. Why the change? The intent is to look at all LCDRs thus allowing command selection earlier in your aviation career. Earlier selection will do the following:

- Provide greater distribution flexibility (joint assignment or JPME completion prior to command tour). With the law changing to require JSO designation for promotion to Flag (by FY07), we need to provide an opportunity to funnel "command players" to Joint and JPME prior to beginning command tracks.
- Reduce the current command slate and allow folks to finish command between 18.5 and 19 years.
- Help make third look Special Mission COs promotion eligible by having command FITNESS reports prior to their 0-6 look.
- Allows competitive officers more options post-command.

I am sure this will generate many questions for those of you impacted by the shift (SG 88,89,90, and 91). A transition plan has been crafted that will ensure that each screen group will get all three command looks, and that opportunity for command will not suffer for any screen group. Your detailer can provide you with more specifics.

As always the main ingredient for com-

mand selection is sustained superior performance. The FY03 CDR Aviation Command Screen Board adjourned 26 SEP having selected this year's cadre of future Naval Aviation leadership. The competition was extremely keen - over 1000 records were screened. Sustained superior performance and tour diversity were a critical factor in the selection process. There are a lot of great records out there, but the officer that had the ability to walk into different situations and "win" played big in this year's board. The foundation for success was mastery of one's platform/mission, but not surprisingly there are more officers who have proved this than command slots available. When it came down to the "crunch," major staff experience, joint education, ship qualifications, and overseas tours remained high on the list of "tics" toward command selection. As discussed earlier, the next ACSB is scheduled for APR 04, leaving plenty of time to get your record ready for the board. Keep in touch with your detailer/community manager to ensure you are ready for the board. For those that have a few more tours until this critical milestone, keep a healthy dialog going with your detailer. Those aren't lies he's telling you. It's good information derived from his constant "eyes on big Navy." He is the guy with his finger on the "pulse" and it's **his mission** to ensure your career remains on course for success!

Congratulations to all that just screened on the Major Command Board which reported out in October. The competition was incredible for all categories across the board. The same requirements that tilted selection on the 0-5 board played well in this year's Major Board. Diversity of assignment and taking the tough job won the day.

Naval Aviation and particularly carrier aviation continues to play a pivotal role in the Global War on Terrorism. Those of you on active duty are serving your country at a critical time in our history and naval aviation would not be doing so well without your dedication. Fighting the war on terror is a team effort and we need all of you if we are going to win. Thank you for your continued support of Naval Aviation.

*Killer
PERS 43*

Aviation Commander Detailer Notes

New faces once again populate the commander detailer shop. Our newest arrivals are "KK", hailing from VP-45 in Whidbey Island. KK replaces CDR Dennis Sinnett as the VP/VQ detailer, PERS-431A. "Murph" just recently arrived from HS-8 in San Diego relieving CDR John Smith as the Helo detailer, PERS-431B. The "senior" detailer in the shop is "Kirbs" responsible for all TACAIR detailing, PERS-431.

Just a couple of reminders to put on your calendars... The Aviation Command Screen Board has been shifted to the right this

year sliding from Sep 03 to Apr 04. For a detailed explanation of the move, take a look at the Captain's Comments in this issue of *Link-Perspective* for more details. Your individual OSR/PSR sheets are available for viewing electronically through the Center for Career Development (CCD) web site at: www.staynavy.navy.mil. Once you establish a PIN, you'll have access to your OSR/PSR. You are your own best screen of your records. The commander detailer shop is here to answer any specific questions you might have on your record.

Establishing contact early with your detailer is critical for a variety of reasons. We'd like to hear from you at the 12-month mark prior to your current PRD. This will give you the opportunity to voice your preferences as well as see what is becoming available. If you look at our CDR postings (www.persnet.navy.mil/pers43/cdrfills.xls), it will give you a good idea what is out there for follow on orders. We will try to balance your desires with performance, availability and the Navy's needs. Oftentimes, doing a bit of homework on your part researching specific billets can also go far toward streamlining the detailing process. The worst thing you can do is contact us with less than 6 months until your PRD for billet availability is reduced considerably... enough said.

Keep in touch! We're here to represent you in the detailing process. Remember contact us early and often! FLY SAFE!

Kirbs, KK, Murph & Franbo

Helicopter Shore Notes

As most of you know, I hope, I have taken over as the Helicopter Shore Detailer for Bobo. My name is Flan and I arrived here from my Department Head tour with the Dusty Dogs of HS-7. My brief career has taken me from Jacksonville to San Diego to Japan to DC to Norfolk to Jacksonville and just 4 months ago, to Millington. If you

want the details, feel free to ask.

First, I don't do all of the Helo shore detailing, just most of it. Generally, I detail all of the bubbas rolling to shore duty except the HSL JOs looking for their first shore assignment. Homer, PERS-432D, does the HSL initial shore assignments. Please keep this in mind as you make your initial contact.

Second, keep your chain of command informed of your intentions. I am happy and obligated to give career progression advice but honestly believe that your Skipper and XO will give you the best advice. I base this on two factors: they have had the opportunity to closely observe you for an extended period of time and they have made smart career decisions (with the help of their Skipper and detailer, of course) - that's why you call them, or will soon call them, Skipper.

Lastly, continue to have patience with me - the fire hose is still on full blast. I will work hard for you and answer your questions to the best of my ability. If I don't know the answer I will tell you that I don't know. But, one way or another, we will find the correct



answer.

*Flan
PERS 432Q*

VAM/VAQ Notes

Greetings from Memphis where it rains more than it does in Whidbey! I need to return to the Great NW to dry out. I hope everyone enjoyed the holiday season. Congratulations to the new Skippers (including CDR "Sterls" Gilliam, the next in line to command the FRS) and to the Aviation Major Command Screen Board selectees (there were quite a few!). A watershed event for the Prowler community and well deserved, long overdue recognition.

There's been a PERS-43 policy change regarding first shore tour duty. First shore tours are now 33 months vice 30 months. This new policy applies to everyone currently on their first shore tour who has not negotiated a follow-on set of orders. PRDs have been extended 3 months to account for this policy change. It's automatic and does not require any official paperwork. If you want to turn down the extension,

notify me via e-mail or phone (i.e. you're separating from the Navy and do not want the extra 3 months). The impetus behind this decision was the current acceptable state of second sea tour manning. We're trying to help production source manning and at the same time, give a little bit back to the fleet. Call me if you have any questions.

I want to briefly address the aviation community transition program. I've had quite a few inquiries about Hornet and Super Hornet transitions, and the Hornet/Tomcat Detailers have been fielding e-mails from our community.

Here's where we stand. Our follow-on platform has been identified, and we will in-

deed start the transition to the EA-18 before this decade ends. We will also continue to fly the Prowler until the transition is complete.

How we will pull this off has yet to be determined, but it's in work. In order to transition to another community right now, the losing community has to be willing to let you go, the gaining community has to be willing to accept you, and your transition package has to be approved at our Aviation Warfare Transition Board (twice annually). Currently, the NFO-Pilot, S-3 Sundown, and the Tomcat-Super Hornet transition programs are in full swing. This puts a strain



on FRS throughput and can limit opportunities for other community transitions. Call me if you want to know what your chances are, and check the transition board NAVADMINS for eligibility information.

For more detailed information, check out our web site and visit my web page. I'll endeavor to keep my web page updated with the latest and greatest Navy and community opportunities. Fly safe and keep it cresting just a little bit high!

*Holdback
PERS 432K*

VAW/VRC Notes

Greetings HAWKEYE/GREYHOUND Community. It is my honor to serve as the community detailer. It is also a great time to arrive at the Bureau, community manning has continued to improve over this fiscal year with fewer resignations submitted and more applications for ACCP. I appreciate the warm welcome extended by all, and would like to thank you for your patience as I adjust the to Bureau and the Memphis dry ribs.

I encourage everyone to read this new format of the *Link-Perspective*. There are updated articles on education, joint, community, professional and career issues. Limited space prevents me from being too lengthy, but I will address a few issues.

Manning at the FRS, NSAWC and WTU is improving. For junior officer assignments, the key to success is to contact me early and often. Twelve to fourteen months prior to PRD is a good timeframe. The number of available first shore job assignments is constantly expanding. Use the JO jobs list located on our web site as a guide, but feel free to engage me often for positions, which may not be listed. Second sea

tour opportunities are varied, but the days of skipping this tour are long gone. Department Heads should communicate your post tour preferences to me not later than a year prior to rotation, which may not always coincide with your PRD.

The Aviation warfare transition board is a constantly moving target as we continue to support the S3 Sundown and F-14 transition programs. The status of each board will be decided prior to the scheduled board. Notification will be conducted by message.

For Timbo, the pass down and turnover have been exceptional. We wish you the greatest success in your DH tour as a Bluetail. Cement has arrived to relieve

Muscle as the placement officer.

*Merc
PERS 432E*

VP Notes

Greetings VP Warriors! The VP Puka has seen some recent changes as Bossman and Max have headed off to their DH tours – good luck gents! Grabass is now onboard as the new shore detailer.

As most of you know, the Aviation Command Screen Board was conducted this past fall and many lessons were learned. The SST (second sea tour) afloat and continued superior performance continues to be a virtual prerequisite for VP officers to be competitive for operational command. Shore duty officers rolling to sea are encouraged to contact the sea detailer up to 15 months prior to PRD (projected rotation date) to ensure enough time to secure competitive boat orders.

There has been a PERS-43 policy shift with regard to shore duty. The new standard shore duty tour length has been extended to 33 months. Please contact the detailer if you have any questions regarding this policy. As always, proper career progression (SST and DH timing) will always be considered in the orders process.

As most of you know, the YG92 DH slate has been completed. Just over half of the officers slated will be doing their DH tour on a different coast than their first tour. For the YG93 slate, getting officers “bi-coastal” will play an even larger roll in the slating process. For YG93, please submit Department Head preferences via e-mail to PERS-432P NLT 1 June 2003.

*Noodle
PERS 432P*

VS Notes

Greetings fellow Vikings! I hope all of you had a good holiday season. If you were on the boat for the holidays, let me say thanks for being out there and hopefully wardroom three put on a nice spread for you. For those of you who don't know me, I'm Bruiser. Like Whip mentioned in the previous issue, I did my first tour in VS-29, then I was the flag aide for CNRSW, and most recently I was the assistant air ops on CCG-7 staff onboard STENNIS for their OEF deployment. I'm humbled and honored to be your detailer and I look forward to working with all of you. Speaking of Whip, he's now in the Land of the Rising Sun doing his DH tour with VS-21. Thanks for all the good work Whip and good luck with the Redtails. We wish you well.

The S-3B Sundown Plan is in effect and the next transition board will convene 24 March. The NAVADMIN covering this board should be out on the street by the time you're reading this, but in general the application process will be very similar to what it was

for the July 02 board (i.e. online application, command endorsement, latest FITREP). Those in YG95 are eligible for this board as well as YGs 96 and junior with a PRD of JUL 03 through DEC 03. The following board will be in SEP 03 at which time YG96 will join YG95 as a critical year group. Thus folks in YGs 95 and 96 will be eligible for the SEP 03 board as well as YGs 97 and junior with a PRD of JAN 04 through JUN 04. If you have more questions regarding the Sundown Plan please check out our FAQ page by going to the Sundown link on the PERS-43 web page at www.persnet.navy.mil/pers43/index.html.

The aviation command screen board was completed this past September and the results are encouraging for those of us who will do a VS DH tour and then transition at the XO/CO level if we screen for command. The Viking Community had 8 people screen for command (2 were re-screens) and they will all go on to command squadrons throughout Naval Aviation – 2 VFA, 1 VF, 1 VAQ, 2 VAW, 1 VQ(P) (EP-3's), and 1 VQ(T) (E-6's). Congratulations to those who screened.

As many of you know, a few years ago shore duty was reduced from 36 months to 30 months in order to meet our second sea tour requirements. Now due to the PERS-43 Second Sea Manning Plan we're meeting our at-sea requirements and we're able to extend shore duty to 33 months. Please check the Aviation Notes section of this issue for more details.

The DH slate for YG92 is out and those of you in the slate should be seeing orders soon. In planning towards when you need to be in your DH tour, we use the baseline of OCT of your YG plus 11 in order to get you there on time (i.e. if you're YG93 you need to be in your DH tour by OCT 04). If we did not plan to this in the detailing process, many folks would end up late to their DH tour. As the details of the slate come together in the Fall (squadron schedules, requirements, timelines, who the DH players are, promotion zone expansion/contraction, etc.) more exact timing can be worked out for the individual based on these details and the individual's promotion zone. The overarching goal in building the DH slate is to meet our operational requirements and provide our squadrons with a balance of strong DH's. In the interest of the individual, the goal in building the DH slate is to send the individual to the squadron that provides the best opportunity to compete. On a related note, with VS-29 and VS-38 decommissioning in 2004, VS-21 decommissioning in 2005, and five squadrons remaining in Jax, most people in the YG93 DH slate will be going East.

CNN, Fox News, Early Bird, SIPRNET – whatever your information source, we are all aware of the dynamic and dangerous environment our Navy is operating in fighting the Global War on Terrorism. Squadron schedules are in flux and operational requirements are fluid. This will impact our families and us. We know what we must do – the Vikings are ready.

*Bruiser
PERS 432S*



**Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm**

Aviation Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

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p43C	Director's Assistant	882-3958
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p431A	CDR Detailer	882-3963
p431B	CDR Detailer	882-3972
p431C	CDR Shop Order Writer	882-3975
p432	Head, LCDR/JO Assignments	882-3973
p432C	Shore Coordinator	882-3484
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
p432E	VAW/VRC/Warfare Transition	882-3965
p432F	VFA	882-3966
p432G	VF	882-3986
p432H	Helicopter Sea Assignment	882-3950
p432I	VP Shore Assignment	882-3951
p432K	VAM/VAQ	882-3967
p432L	Head, Aviation LDO/CQO Assignment	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	882-3947
p432P	VP Sea Assignment	882-3952
p432Q	Helicopter Shore Assignment	882-3970
p432R	Sea Coordinator (e-mail p432C)	882-3484
p432S	VS/Force Support	882-3953
p432T	Pilot/NFO Initial FRS Assn/Gen Av/ACCP/ACIP	882-3954
p432U	VQ Assignment	882-3985
p432V	Assistant, LDO/CWO Assignment	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	882-4944
p433A	VFA/VX-9/LSO School	882-3959
p433B	VF/CVW West	882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East	882-3960
p433D	VP/VX-1/PEP/TSC	882-3989
p433E	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	882-3984
p433F	VAQ/NSAWC	882-3961
p433G	CV/CVN (Incoming)	882-3981
p433G	CV/CVN (Outgoing)	882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC	882-3980
p433I	HS/HSL	882-3982
p433J	HC/HM/TYCOM/FASO/TACRON	882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement	882-3988
p433R	Assistant, Prospective Flight Students	882-3983
p433U	VQ/VT Maritime Placement	882-3949

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested personnel are advised to contact their detailers for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense, national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, Continuous Learning Opportunities, Refresher and Transition Education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil

Specific degrees are:

- **MASTERS OF ARTS DEGREE:** International Security and Civil-Military Relations, National Security Affairs
- **MASTERS OF SCIENCE DEGREE:** Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, In-

formation Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

- **ENGINEER DEGREE:** Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer
- **DOCTOR OF PHILOSOPHY:** Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering
- **DOCTOR OF ENGINEERING:** Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Education Voucher Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include tars) with dem-

onstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees:

Once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork, the cornerstone of which is your Education Plan. The GEV website, http://www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN is that GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding.

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS 446

New AEDOs still wanted

The November lateral transfer board allowed us to pick up a record number of new Aerospace Engineering Duty Officers; however, we are still looking for additional lateral transfers to meet our community endstrength. Our more senior year groups, 1986-1989, are filling up but we still have a few openings. Year groups 1990-1996 are open, so look at your future career aspirations and set

your sight on the next lateral transfer- redesignation board to be held in the Spring of 2003. If you are considering leaving the Navy, please look at alternatives within the Navy prior to making that decision and consider a career shift to the AEDO community. The AEDO community will provide new challenges that combine your experience and interests in aviation with the development, engineering, test and evaluation and procurement of aviation and aerospace systems.

FY 03 Astronaut Board

NAVADMIN 366/02 announced the convening of the Navy's Astronaut Candidate Selection Board in June of 2003 with applications due to the Navy by March 1, 2003. The Navy will select eligible candidates and forward a list of nominees to NASA for their screening process. NASA will then select a small group of candidates from all DoD and civilian sources for interviews and medical screening. Competition is extremely tough as NASA expects to select only 12-15 Astronaut Candidates from all DOD and civilian sources for the class convening in August of 2004. NASA has not identified the mix of candidates desired at this point (number of pilots vs. number of mission specialists). You must have a minimum of 5 years of commissioned service prior to the start of the Navy selection board to apply. There are no waivers to this requirement. For other qualification requirements, see BUPERSINST 1401.4B.

Aviation Acquisition Professional Community (APC) Major Assignment Slating Panel (aka NAVAIR Slate)

The next NAVAIR slating panel for O-6 and O-5 acquisition commands is scheduled for April 2003. The NAVAIR slating is open to all acquisition professionals (1510, 1520 and URL officers who are members of the Acquisition Professional Community (APC)).

Some of the NAVAIR Program offices are planning to consolidate or redistribute workload. Please watch for the announcement NAVADMIN to identify final slating requirements. The planned changes include:

- PMA-233 (Naval Mission Planning Systems) disestablishment; existing workload to be consolidated into PMA-281 (Cruise Missile Command & Control)
- PMA-258 (Anti-ship Weapons Systems) disestablishment. Workload to be distributed between PMA-201 (Conventional Strike Weapons) and PMA-242 (Defense Suppression)
- PMA-225 (World Wide Multi-mission Aircraft) combining with PMA-207 (Commercial and Support Aircraft) into a new program, PMA-218 (Support Aircraft).

For further information on job opportunities within the AEDO community, information on the NASA Astronaut Selection Board, or to stay abreast of the NAVAIR Command slating schedule, please visit our website at www.persnet.navy.mil/pers446/p446_webpage.htm. As always, if you would like to discuss your future in the AEDO community directly, please contact the AEDO detailer, CDR Barbara Bell at 901-874-4108 or via e-mail at p446b@persnet.navy.mil. You may also contact our O-6 Detailer and Senior Community Manager, CAPT John Scanlan, at 301-757-8483 or via e-mail at ScanlanJW@navair.navy.mil or our Community Manager, LCDR Tom Popp, at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil for additional career guidance.

PUBLIC AFFAIRS

PUBLIC AFFAIRS ASSIGNMENT/PLACEMENT/OCM
PERS 448

Take the Joint Challenge

As we move along with the War Against Terrorism, there are more and more opportunities developing for PAOs to use their talents in the joint world. From real-world JIBs to exercises around the world, there is an increasing need for PAOs that have exposure to and the necessary experience level to operate in the joint environment. It can be easily said that the community as a whole is becoming more focused on the joint environment. Are you?

Clearly, both joint experience and education are critical to the professional development of the community's officers to ensure they are prepared for success. As such, junior and mid-grade officers should feature joint duty and Joint Professional Military Education (JPME) prominently in their career plans.

Joint duty credit is earned by successfully completing a tour in an approved joint duty billet. There are 24 of these billets in grades ranging from O-6 to O-4. Take a look at the public affairs roster and see if you might be able to line up for one of these jobs.

JPME is the military education required for qualification as a Joint Specialty Officer and is comprised of two phases. Phase I can be attained by completing the Naval War College or sister service college curriculum as a resident or through the non-resident seminar or correspondence programs. Phase II is attained by completing the Joint Forces Staff College curriculum. Phase I and Phase II can be attained simultaneously by completing the curriculum at the National War College or the Industrial College of the Armed

Forces. To talk about making joint duty and education stops on your career path contact the 165X detailers.

A Career in Public Affairs

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in May 2003 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. The detailers can be reached at (901) 874-4023 or DSN 882-4023, or by e-mail at p448b@persnet.navy.mil.

Command Screening and Policy

COMNAVMETOCCOM has distributed a new Command Screening Policy Memorandum. There are some fairly significant changes to the Command Screening procedures, so please take time to read the policy thoroughly. You can find it on the METOC Community webpage under "Career Guidance, COMNAVMETOCCOM Command Screening Policy". While there, take some time to check out the CNMOC Sea Duty and Warfare Qualification Policies, which sets clear expectations and puts strong emphasis on the importance of sea duty for the relevancy of our METOC Community.

Meteorology and Oceanography (METOC) Career Opportunities

Attention Warfare Officers! Are you looking for a career change? Well, look no further – the METOC Community has embarked on an aggressive campaign in search of top performing officers from all warfare communities who possess the fol-

lowing academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but not required
- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the Lateral Transfer and Redesignation process. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply in accordance with MILPERSMAN Article 1212-010. Selection is accomplished through the Lateral Transfer/Redesignation Board held twice per year - the next board will be held May 19, 2003 – so don't delay! Redesignation to the 1800 designator is currently open to YG95 and junior.

Quotas vary with each board, but on average we bring in eight to 12 officers per year (due to current

shortfalls at the mid-ranks, we are looking to pick up 18 officers this year – your timing for redesignation has never been better!). Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be received by PERS-801 no later than 60 days prior to the board. Applicants can visit the PERS-801 homepage for up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

Visit our webpage at www.bupers.navy.mil/pers449 and then call us, talk to the METOC Officer on your ship or Battle Group Staff, or contact the local METOC activity in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

CRYPTOLOGY

CRYPTOLOGY ASSIGNMENT/PLACEMENT
PERS 4410

New opportunities to excel at sea!

On May 24, 2002, the CNO released NAVOP 007/02, designating Information Operations (IO) a primary warfare area on par with air, surface and sub-surface warfare.

An increasingly dynamic networked and fast-paced maritime battlespace has driven IO to the forefront of modern warfare, therefore it is clear that IO has become "integral," not merely "supportive," to all naval warfare disciplines. The "proof" that this is truly a warfare discipline is evident in the fact

that two battle groups are in the process of recoding URL billets to 1610's for the purpose of supporting the IWC. As development of the maritime IO concept comes to fruition, we expect great afloat career opportunities for our community.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

1630 Sea Duty

In a typical career, all 1630s are required to complete two sea duty tours prior to coming up for promotion to CDR: an initial 24-month sea tour as an ENS or LTJG and a second tour as a LT or LCDR. In FY02, this second sea tour was gradually extended from 24 to 30 months to accommodate the expanding number of sea duty requirements and a growing demand by deploying battle groups for increased 1630 continuity.

There are opportunities afloat for LTs eager to return to an operational environment and assume increased responsibility in such assignments as CVW Targeteer, Destroyer Squadrons or Numbered Fleet staffs. LCDR sea duty assignments are equally rewarding and also afford officers tremendous leadership opportunities as mentors to junior officers and enlisted personnel. Assignments include LHA/LHD Ship's Intel Officer, Numbered Fleet staffs, CV/CVN

Assistant Ship's Intel Officer, PHIBRON N2, CCG/CCDG Assistant Intel Officer, and CVW Intel Officer. In some cases, an officer may have the opportunity to go to sea as both a LT and a LCDR.

The fact that we have opportunities for officers to complete their second sea tour as either a LT or a LCDR gives officers more flexibility in planning their personal lives. Professionally, this option also provides 1630s more opportunities to pursue specific

career goals. For example, if an officer wants to fill a LCDR attaché position, because of the extended en route training track, the timing often works better if the officer completes LT vice LCDR sea duty. When it comes time for promotion, it cannot be over-emphasized that it is successful performance in these sea duty assignments - not the pay grade - which impacts an officer's promo-

go to sea or the billet they go to that impacts promotion to Captain, but it's his or her performance in the CDR sea duty assignment that the Captain promotion board will evaluate.

For a limited number of Captains, sea duty is available at the numbered fleet level. The DNI personally looks at each officer nominated for these assignments.

Finally, there are many other opportunities for 1630s to work in direct support of our operational forces. These tours can be just as demanding as sea duty and afford officers an opportunity to do additional operational assignments. While these tours do not "count" as sea duty, they are very important assignments and sea pay is received for many of them. These tours include Naval Special Warfare, VP/VQ Tactical Support Centers, NAVSOUTH, CPRW and VQ N2 CDR billets.

All 1630's should work with the detailer to complete their sea duty milestones at the

earliest opportunity. Demonstrated superior performance at sea in a variety of billets should be the foundation of every intelligence officer's career.

Attache Note

Visit www.persnet.navy.mil, select detailers, PERS 44, 4411, and then Attache in the left hand frame, or e-mail us at p4411c@persnet.navy.mil.



tion potential.

With regard to CDR Sea duty, it isn't the billet an officer goes to that impacts promotion to Captain; it's performance in that assignment. As a reminder, the CDR Sea Screen board was established as an equitable way to resolve the disparity between CDR 1630s and CDR sea duty billets. Approximately 70 percent of our CDR 1630s will be selected to go to sea. Each officer is given three looks. Again, it isn't when an officer is selected to



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Record Review

The season for selection boards is here! Please ensure that your record accurately represents you before your board. Common items requiring correction are an outdated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through BUPERS On-Line at www.bol.navy.mil, it's very easy to view your record and see what needs to be updated. If you get within six months of your prospective board, you will need to send a letter to the President of the Board to ensure that any changes will be seen by the board. Your detailer may assist if you need additional guidance.

Professional Registration

Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional work force you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is an evaluative factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program Instruction (NAVFACINST 1520.8D) outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, check with your local Navy Campus for details on tuition assistance for a PE review course.

If your registration (PE, RA, or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels

Over 70 percent of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Many LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 882-2681 or (901) 874-2681.

- If you are a LCDR or senior and Level II or III certified, apply for APC membership. The board meets semi-annually to consider officers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Submit Your Duty Preferences

Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

Warfare Qualified Line Officers Wanted!

The Civil Engineer Corps has openings for officers who are seeking new challenges. The next Board will meet in May 2003, to consider officers for redesignation. This board will select 10-15 qualified officers. MILPERSMAN 1212-010 provides application guidelines and another notification will be made via NAVADMIN. Applications must be received by Navy Personnel Command (PERS-801G) at least 60 calendar days before the board meets. Interested officers should meet the following criteria:

- Highly motivated warfare qualified officers with strong performance provide optimum qualifications for CEC. Any designator is eligible.
- ABET accredited engineering or NAAB accredited architecture degree.
- Engineer-in-Training/Fundamentals of Engineering certificate is desirable but not required.
- Officers should have less than six years of commissioned service.
- Letters of recommendation from CEC Officers are encouraged if possible.

Contact P-4413D at (901) 874-4034 for more information.

CEC on the Web

If you've been through a PCS move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413.

If your official email has changed, please visit www.navfac.navy.mil/cec-list/active.cfm to update.

Don't forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site – it's very helpful!

Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an email to p4413d@persnet.navy.mil if you have any suggestions for improvement.

Balancing the PCS Budget and The Selection Board Precept

In addition to the detailing priorities, (Needs of the Navy, Career Progression, and the Chaplain's own preferences), the limited PCS funding has added another constraint on the detailing process – low cost moves. As a result, we have set some parameters for moving chaplains: (1) move chaplains within the same geographical area, (2) Coast to coast moves only when absolutely necessary, (3) No back to back overseas moves, except to the same area, (4) PRD extensions granted whenever possible (5) Chaplains can expect to finish deployments before being relieved, (6) Chaplains will not be moved before their PRDs unless absolutely necessary and (7) unaccompanied tours to Okinawa will be for 24 months (even when serving w/USMC). All the above being said, there will always be exceptions due to operational and career progression needs. Detailers have an obligation to keep you moving professionally and operationally. To you, the intent of a detailer to move you may defy logic (in your mind), but the bottom line is we try to keep you progressing in your military experience.

A Selection Board precept provides guidelines for that particular board in selecting qualified officers for promotion. Our goal is to balance your assignments with what you need professionally and the anticipated Selection Board precept.

Past examples of precepts for the Selection board consideration include:

- “Repeated tours in a particular location should not be considered negatively, **provided the officer has progressed in billet complexity, professional development, and leadership responsibility.**”
- “Navy policy regarding application of the best-qualified standard is as follow: ... The needs of the Navy dictate that our future leaders possess the qualities to excel in combat as commanders or *in support of operational commanders or positions of leadership in direct support of fleet operations. **Proven excellence in operational environments is an important measure of the qualities required**”*

Example:

Chaplain A calls the detailer to begin negotiating orders for his/her next tour. Chaplain A's first tour was with 1st Marine Division, Camp Pendleton, followed by an assignment at Naval Hospital, Camp Pendleton. Chaplain A and his family love the San Diego area, which is close enough to drive to both their parents. The children have good friends and are in good schools. The PCS budget would benefit from keeping them right there. A search for billets

in the area show that there is an open billet at Marine Corps Base, Camp Pendleton (a no cost move), and another at Naval Air Station, North Island (a low-cost move), where even the Intermediate Officer Leadership Continuum would be no cost.

But, most of those chaplains who will be in zone for LCDR with Chaplain A will have completed 2 operational tours – one with FMF and a second on a ship. The only sea duty available at the time of the PRD is a carrier out of Bremerton and a DESRON out of Norfolk.

Chaplain A receives 3 choices from the detailer:

1) Marine Corps Base, Camp Pendleton; 2) USS Carl Vinson, Bremerton and 3) DESRON 26, Norfolk, VA.

Which should Chaplain A choose and why? Where should the detailer encourage him/her to go? The detailer would encourage the selection of the Carrier out of Bremerton. It's the least expensive move possible and provides a great second operational tour.

Funded Graduate Education/Pastoral Care Residency and Pcodes

We presently have 221 Pcoded billets in the Chaplain Corps. To be assigned to these particular billets, the Pcode necessary for the billet is a strong consideration. Our subspecialty codes and number of billets are as follows:

Subspecialty	Code	#Billets
Homiletics and Worship	1410	36
Religious Education	1420	18
Religion and Culture	1430	17
Pastoral Counseling	1440	107
Ethics	1450	36
Ministry Multimedia		
Communications Management	1470	7

Most subspecialty codes are assigned to your record via FGE. The 1440 can also be gained through the PCR program. Chaplains interested in obtaining these subspecialty codes should indicate so on their duty preference card. Each year a FGE/PCR committee is convened to determine nominations for these programs. Taking into consideration duty preference cards, PRDs, and operational/career progression needs, the committee selects a pool of candidates. From there a final list is submitted for approval. If you are a LCDR or LCDR (sel), and want to participate in the FGE or PCR programs, make sure your DPC reflects that desire. You may also want to follow up with an email expressing your desire to the detailer. Having the Pcode on your record may get you the job you've always dreamed about.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Nurse Corps

Are you assigned to a Component Unit Identification Code (UIC)?

The Component UIC was designed to realign a Command's billet file to reflect operational/war time needs. This allows the medical department personnel to train to specific operational platforms thereby avoiding confusion during wartime mobilization. Individuals may be assigned to various platforms including but not limited to Fleet Hospital, Casualty Receiving Team, Force Service Support Group, and the Hospital Ship.

Nurses with a variety of skills including medical/surgical, critical care, emergency/trauma, maternal child, peri-operative, etc., are needed on the various detachments. Based on your skills, your detailer may place you on a particular detachment. When negotiating orders with your detailer, inquire as to whether or not you have been assigned to a platform. Your assignment is noted on your orders as well. If you would like to be placed on a specific platform let your detailer know ahead of time so your request can be considered.

If you have any questions or need more information, please contact your detailer.

Medical Service Corps

The Medical Service Corps is very near end-strength this year, however this does not impact you in your negotiations with your detailer. You should be contacting your detailer and specialty leader about 12 months in advance of your PRD. Be prepared to discuss a slate of potential duty stations that contains fewer options than previous years. When coupled with the very real fiscal constraints in this year's PCS budget it will be helpful to have realistic expectations in regard to your PCS plans. For example, coast to coast or Far East to Europe PCS orders will be scrutinized closely for cost effectiveness. Rather than focus on the geography of a particular duty site, the best question to ask yourself and your detailer is what is the best job for career progression. If you are considering an extension in your current billet, discuss

this with your detailer with regards to how it impacts your career and professional growth and how such a request might impact your community. Extensions will typically be given a favorable review as long as it is a win for the officer, the command, and the professional community. This is a very busy time of year for your detailers. As you attempt to communicate with us, please be sure and leave a phone number with your voice messages. If you are communicating via e-mail, please include a signature block with return phone and fax numbers as part



of your email correspondence. We are all looking forward to working with you through the Holidays and into the New Year.

Medical Corps

To meet our goal as Medical Corps detailers of providing greater access to administrative and billet information, we expanded our web page www.persnet.navy.mil/pers4415/medical_corps.htm. Our constituents can now make better educated career management decisions. The web page advertises positions opening in FY03 for most surgical, non-surgical, and operational specialties. Newly created sections provide access to application information for Senior Opera-

tional and Officer-in-Charge positions not requiring CO/XO screening. In addition, service college positions are available for motivated career-oriented medical corps officers. These one-year assignments will add two years of obligated active duty service.

Available positions include:

Army Command and Staff	June 2003	LCDR
Naval War College	August 2003	LCDR

If you would like more information about the Service Colleges please visit: www.persnet.navy.mil/pers4415/fy02_service_college_opportuniti.htm

It is Navy Personnel Command policy to release PCS orders for CONUS moves six months and, for OCONUS moves, nine months in advance of the projected rotation date (PRD).

As most of us prepare for the Holidays, the Medical Corps geared up for the Graduate Medical Education Selection Board (GMESB). This year the Board met Dec. 2-6, 2002. The Board released results on or about Dec. 18, 2002 with the deadline for acceptance of selection in early January 2003. If selected for GME, please contact the GME Detailer at p4415p@navy.mil or 901-874-4048. Selected members with a PRD before the start of their residency programs may be eligible to PCS early to their selected MTF. This can provide a head start on any required training or time to get ready for the demands of residency. Members not selected, with a PRD in FY03, should contact

their current detailer as soon as possible for career guidance.

- Senior Medical Corps Assignments and Surgical Specialty Detailer:
P4415m@navy.mil
- Non-Surgical Specialty Detailer:
P4415n@navy.mil
- Family Practice and GMO Detailer:
P4415u@navy.mil
- Flight Surgery and Operational Detailer:
P4415r@navy.mil
- Graduate Medical Education Detailer:
P4415p@navy.mil

Our website address is www.persnet.navy.mil/pers4415/index.htm. We look forward to hearing from you!

Apply for the TAR designator!

Are you interested in making a career change? We are looking for top performing officers from URL, INTEL and SUPPLY communities to become TARs. TAR officers have an excellent opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Both officers on active duty and in the Selected Reserve may apply. Visit www.persnet.navy.mil/pers44/pers4417 for eligibility criteria and application procedures. Details will be published in a NAVADMIN message about 60 days prior to the convening date. Next Board is scheduled for June 9, 2003. Call PERS 921 at (901)-874-3482/DSN: 882-3482 with other questions.

TAR Surface

Do you love the sea-going life of the Navy but want to have other shore assignments throughout the United States? Does shore command as a junior officer sound like a good challenge as well as the opportunity to command at sea? The Surface TAR community seeks 111X officers to make the transition into the TAR community. TARs maintain operational proficiency at sea while alternating through a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas. A small, close-knit community of about 600 surface officers, TARS make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection to be a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil.

TAR Aviation

A great resource for most questions is our web site:

www.persnet.navy.mil/pers4417/

aviation.htm. You will find upcoming selection board information, proposed zones, and the latest news about our program.

POC is P4417c@persnet.navy.mil or 901-874-4146.

TAR Aviation Maintenance Duty Officer

The TAR AMDO Community is always looking for new officers who are ready for demanding tours in Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact 901-874-4076 or p4417g@persnet.navy.mil

TAR Fleet Support Officer/ TAR Recruiter

POC is p4417i@persnet.navy.mil or (901) 874-4117.

TAR Intelligence

POC is 901-874-3993 or P4411C@persnet.navy.mil.

TAR Supply

POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation!

The best way to understand how selection boards work is to work on one. Voting members, assistant recorders, and administrative assistants for statutory and administrative boards are needed throughout the year. Let your command and COMNAVRESFORCOM know. Take the mystery out of the selection process.

IP

INFORMATION PROFESSIONAL ASSIGNMENT
PERS 4420

DSN: 882-3512

COM 901-874-3512

FAX 901-974-2711 or 2739

Web: <http://cno-n6.hq.navy.mil/IPC>

IPCVW: <https://ouripcommunity.spawar.navy.mil>

05 Policy Statement from VADM Mayo

I recently reviewed and approved the FY03 IP 05 shore slate and the completed portion of the 05 sea slate. My policy for these slates is very straightforward and consistent with the Navy's demand for IPs at sea. For execution this fiscal year, and during our transition into a community with significant IP operational experi-

ence at sea, an IP can be slated to IP Commander Command ashore only by having completed a sea assignment within the last few tours. My goal is to develop a career plan that sends an 05 to IP Commander Command ashore only after having completed a sea assignment in one of their previous two tours.

Those not coming directly from sea duty to Commander Command will be assigned IP sea duty upon completion of their command tour. Many of you have seen the message from CFFC to CNO requesting support to gain additional IP sea duty billets, which was approved by the Chief of Naval Personnel. The good news is that the IP community is in high demand by the Fleet. As leaders in the IP Community, you need to now ensure we are ready, professionally and personally, to meet and exceed every operational expectation.

Congratulations to our IP Milestone Screen Board Selects.

0-6 Milestone Screen Selectees:

Rita L. Johnston	Anne L. Westerfield
Jerry W. Leugers	Young O. Kim (ENQ)
David G. Simpson	Treci D. Dimas (ENQ)
Cathy A Thomas	

0-5 Milestone Screen Selectees:

Patrick G Byrne	Dawn M. Maskell
Eugene D. Costello	Katherine A. Mayer
Judie A. Heineman	John D. McCrorie II
Howard J. Higgins	Bernadette M. Semple
Sharon E. Johnson	Paul A. Wetzel
Jacqueline R. Kocher	Patrick K Leary (ENQ)
Jeffrey P. Link	James A. Sullivan

04 Milestone Screen Selectees:

Vincent A. Augelli	Robby F. Schimelpfening
Bruce J. Black	Bryan Thomas Schlotman
Kevin P. Christie	Veronique L. Streeter
Mark G. Fickel	Peter J. Szczepankiewicz
Michelle L. Glenn	Kelvin L. Upson
Arlene J. Gray	William Robert Waggoner
Wyatte B. Jonescoleman	Melissa D. Watts
Steven M. Ledoux	Peter Allen Wu.
Eric S. McCartney	Barbara J. Gutsch (ENQ)
Rhonda T. Onianwa	Michael D. Niedert (ENQ)
Joseph Roth	

Next year's Milestone screen boards have not yet been scheduled but for planning purposes expect October 2003.

The Reserve IP Community (1605) was established October 1, 2002

Congratulations to the reservist officers selected in the IP Reserve Transition Board:

CDR Burton L. Cooper	LCDR Darwin L. Rowell
CDR Keith E. Simpson	LCDR George L. Snider
LCDR Vance K. Baker	LCDR Andrew S. Thaeler
LCDR Diane C. Boettcher	LCDR Michael R. Trovato
LCDR Ian D. Branum	LCDR Stewart B. Wharton III
LCDR Glenroy E. Day Jr.	LT Thomas Brandenburger
LCDR Ernest P. Eldredge	LT Leslie Charles

LCDR Steven J. Kata
LCDR Michael P. Moran
LCDR Michael C. Morris
LCDR Kevin J. Murray
LCDR David Oakes III

LT Christopher C. Dilozenzo
LT Derek S. Rude
ENS Chantal M. Jeannot
ENS Michael Romano

For additional information on the Reserve IP Community, contact LCDR Mary Jacobs, Reserve IP Community Manager, (504)-678-6678 or DSN 678-6678, jacobsm@cnrf.navy.mil

Lateral Transfer Board

Results of the November 2002 lateral transfer board will be out late December. Congratulations to those officers selected. For those not selected, next lateral transfer board will convene 19 May 2003. Officers who are interested in applying to transfer to the IP Community or need additional information for strengthening individual packages should contact CDR Lynn Johnston, IP Officer Community Manager, (703)-693-3877 or DSN 329-3877, n131t@bupers.navy.mil

Upcoming boards

CAPT Line Active board convenes 13 Jan 2003
CDR Line Active board convenes 19 Feb 2003
LCDR Line Active board convenes 31 Mar 2003

The zones are published via an ALNAV each year at least 30 days before the convening on the first board.

IPCVW

IPs - Have you checked out your virtual work places lately? The work place is only as good and informative as we, as a community, make it. As part of career and professional development, make time each day to spend a few minutes at our work place. Shortly after reporting to a new duty station be sure to update your personal information including email address and phone numbers.

Welcome Aboard!

We now have two new detailers. LCDR Peter Falk has checked aboard as the first IP Junior Detailer. He comes to us following his O4 MILESTONE tour at Commander, Second Fleet and will be detailing LCDRs and below. Welcome to CAPT (sel) Dave Simpson. He will be the Branch Head for IP assignments and detail CDRs and CAPTs.

Fair Winds and following Seas to CAPT Mary Anderson on her way to Commander, Third Fleet in San Diego, CA.

HR

HUMAN RESOURCES ASSIGNMENT
PERS 4421

Congratulations to the FY03 Major Command, Commander Command and Executive Officer selectees. For a complete list of selectees and a list of which factors that provided the best opportunity to screen, go to the HR website at www.persnet.navy.mil/hr.

From the HR Community Manager

The first session of the new HR Indoctrination Course will be

held Feb. 3-7, 2003 in DC; follow-on sessions will be May 19-23, 2003 in Millington, June 23-27, 2003 in DC and Aug. 4-8, 2003 in Millington. The course is specifically intended for new HR officers. Other HRs should sign up for the two-day MPT course that is given throughout the year in various locations. Contact me for a complete schedule.

Check out the newly redesigned HR website at www.persnet.navy.mil/hr. The site has more information in a considerably easier to use format. The next step is our virtual Community of Practice/Mentoring program that will be accessed through the website. A Community of Practice (CoP) is a group of people in a common work-related area who have an interest in sharing knowledge and information and in learning from each other. When a Community of Practice is functioning effectively, not only do the individuals involved in the knowledge exchange benefit, but the organization they belong to benefits as well.

The next Transfer and Redesignation Board will be held in May 2003. Effective this year, review for augmentation will occur automatically for officers commissioned in FY97 and later. Only officers commissioned prior to FY97 need to apply for augmentation. MILPERSMAN article 1212-010 contains general guidelines for submitting

a lateral transfer package. We still need highly qualified officers to formulate the Navy's HR Strategy and "take care of the Navy's most important asset, it's people". A career in the HR community contains education and training opportunities that include graduate education, HR certification, service college and other professional education. HRs work on major staffs including OPNAV, BUPERS, NETC, CNRC and Fleet Commanders. HRs work in requirements determination and management, recruiting, education and training management, personnel force management, personnel/administration, human resources information technology and strategic planning. It is an exciting and important field.

Contact the HR Community Manager at www.n131y@bupers.navy.mil, if you have any questions about the community or about applying for redesignation to HR.

From the Head Detailer

PCS Funding: With anticipated reduced PCS funding, shortened tour lengths will be limited and scrutinized. CONUS tour lengths are typically 36 months (accompanied or not accompanied). For information on OCONUS tour lengths, contact your detailer. In the future, personnel could expect to be

extended up to a year.

Screen Board Notes: During the Major Command, Commander Command and Executive Officer Screen Boards this past October, it was noted that many records were missing FITREPS and awards. All correspondence and documentation that is sent to the screen boards is temporarily scanned into the record. Once the boards are concluded, the data is deleted; it does not become a permanent part of your record. For further information on how to officially correct your record, go to www.persnet.navy.mil/pers8/pers-80/pers-801/updatingmyrecord.htm

For planing purposes, next year's boards are expected to convene during the October – December timeframe. It is never too early to prepare your record.

Now that I have screened...What is next? Next is the slating process. The new selectees join their respective "Banks" and are sorted by precedence number. Then, with the Promotion Plan as a guide, the detailer slates by seniority allowing those coming in zone for promotion to be slated first. Member's desires and PRDs are also determining factors. Bottom line – if you are offered a Major Command, Commander Command or an Executive Officer tour, even if it is not one of your first choices, take it!

PERS Code	Title	DSN
p44	RL/STAFF CORPS OFF DISTR/SPEC DIV FAX NO.	882-2676
p44	DIRECTOR, RL/ STF OFF DIST & SPEC PLCMT DIV	882-4070
p44A	FLAGAIDE PLACEMENT	882-4071
p44B	DEPUTY DIR, RL/STF OFF DIST & SPEC PLCMT DIV	882-4072
p44C	SPECIAL ASSISTANT	882-4047
p44D	SPECIAL ASSISTANT	
p44M	HEAD, RESERVE MOBILIZATION PLACEMENT	882-4774
p44M1	RESERVE MOBILIZATION PLACEMENT	882-4772
p44M2	RESERVE MOBILIZATION PLACEMENT	882-4796
p44M5	RESERVE MOBILIZATION PLACEMENT	882-2446
p44M3	RESERVE MOBILIZATION PLACEMENT	882-4781
p44M9	Head, NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4580
p44M4	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4686
p44M10	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4574
p44M11	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4581
p41A	HEAD, JOINT TAD CONTINGENCY ASSIGNMENTS	882-2300

p4IA1	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4216
p4IA2	JOINT TAD CONTINGENCY ASSIGNMENTS	882-3889
p4IA3	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4188
p44S1	FLAG AIDE ASSISTANT	882-4055
p44S	ADMINISTRATIVE ASSISTANT	882-4490
p440	PROF DEV EDUC/SUBSPECIALITY BR FAX NO.	882-2676
p440	HEAD, SHORE & EDUCATION PLACEMENT BR	882-4040
p440B	GRAD EDUCATION PLACEMENT	882-4056
p440C	SVC COLLEGE & FELLOWSHIP PLACEMENT	882-4100
p440E	SUBSPECIALTY ASSISTANT	882-4054
p440F	SHORE STATION PLACEMENT	882-3939
p441	WASHINGTON PLACEMENT BRANCH FAX NO.	882-2676
p441	HEAD, WASHINGTON PLACEMENT BR	882-4104
p441A	ASSISTANT WASH PLACEMENT (JCS/BUPERS)	882-4074
p441B	ASSIST WASH PLACEMENT(OSD)	882-4105
p441S	MILPERS STAFF TECH	882-4075
p442	MAJ STAFF/MAAG MISSION/MILGRP BR FAX NO.	882-2676
p442	HEAD, MAJOR STAFF PLACEMENT BR	882-4123
p442B	ASSIST HEAD, NATO/CNE/# FLEETS/PACIFIC RIM	882-4066
p442C	ASSIST HEAD, PEP/MAAG/MILGRP/FAO	882-4065
p442E	MILPERS STAFFING TECHNICIAN	882-4069
p444	EDUC & TRNG/DISA/TELCOM PLACEMENT	882-4040
p444C	SHORE/RTC PLACEMENT	882-4058
p444D	MILITARY STAFF TECHNICIAN	882-4060
p444E	SURFACE MATERIAL PLACEMENT	882-4101
p444F	AVIATION MATERIAL PLACEMENT	882-4061
p445	HEAD, ENGINEERING DUTY OFF PLCMNT BR	882-4090
p445B	ASST EDO DETAILER	882-3994
p445D	NEW ACCESSIONS EDO DETAILER	882-3085
p445F	MILPERS STAFF TECHNICIAN	882-3294
p446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.	882-2676
p446	HEAD, AERO ENG & AVIA MAINT DUTY PLCMNT BR	757-8483
	PAX RIVER	
p446B	ASSISTANT HEAD FOR AED	882-4106
p446B1	MILPERS TECHNICIAN	882-4108
p446C	ASSISTANT HEAD FOR AMD	882-4107
p447	PROF ACQUISITION WORKFORCE MGMT BR FAX NO.	882-2676
p447	HEAD, PROF ACQUISITION WORK MGMT BR	882-3837
p448	PUBLIC AFFAIRS ASSIGN/PLACEMENT BR FAX NO.	882-2676
p448	HEAD, PUBLIC AFFAIRS ASSIGN/PLACE	882-4091
p448B	ASSIST HEAD, PUBLIC AFFAIRS	882-4025
p448A	MILPERS MGMT SPECIALIST	882-4023
p449	HD, OCEANOGRAPHY ASSIGN/PLCMNT BR	882-4109
p449B	ASSISTANT HEAD OCEANOGRAPHY	882-4110
p4410	CRYPTOLOGY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2739
p4410	HEAD, SR OFF ASSIGN/PLACEMENT BR	882-4079
p4410A	MILPERS STAFF TECH/SSO	882-4080
p4410A1	ADMINISTRATIVE ASSISTANT	882-4079
p4410B	JUNIOR OFFICER ASSIGN/PLACEMENT	882-4079
p4410C	NEW ACCESSION/LDO/CWO ASSIGNMENT	882-4079
p4411	INTEL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2744
p4411	HEAD, INTEL ASSIGN/PLACEMENT BR	882-3993
p4411A	ASSISTANT HEAD, LT & BELOW DET	882-3993
p4411B	INTEL PLACEMENT/ACCESSIONS	882-3993

p4411C	ATTACHE' PLACEMENT/TAR INTEL DETAILER	882-3993
p4411S	MILPERS STAFF TECHNICIAN	882-3993
p4411Y	ADMINISTRATIVE ASSISTANT	882-3993
p4412	SUPPLY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2684
p4412	DIRECTOR, DETAILING DIVISION	882-4607
p4412A	LDO/CWO DETAILER	882-4609
p4412B	HEAD, SHORE DETAILER BRANCH	882-4601
p4412C	HEAD/SEA/OVERSEAS DETAILER BRANCH	882-4614
p4412E	DIRECTOR, RESERVE DIVISION	882-4619
p4412ES	MANAGEMENT ANALYST	882-4622
p4412F	LT/LTJG SEA-OVERSEAS DETAILER	882-4627
p4412G	ENS/LTJG SEA-OVERSEAS DETAILER	882-4616
p4412I	LT/LTJG SHORE DETAILER	882-4612
p4412J	SPECIAL ASSISTANT TO THE DIRECTOR	882-4608
p4412M	ADMIN OFFICER/NPC	882-4618
p4412O	DIRECTOR, SUPPLY CORPS PERSONNEL	882-4600
p4412Q	HEAD, CAREER DEVELOPMENT & TRAINING	882-4624
p4412QA	PLANNING ANALYST	882-4629
p4412QB	RATING ASSIGNMENTS OFFICER	882-4604
p4412R	SPECIAL ASSISTANT	
p4412RL	MANAGEMENT ANALYST	882-4602
p4412S1	SECRETARY	882-4611
p4412V	HEAD, SELRES COMMUNITY MANAGER BRANCH	882-4621
p4412W	HEAD, TAR COMMUNITY MANAGER BRANCH	882-4620
p4412X	HEAD, NAVSUP/DLA PLACEMENT BRANCH	882-4618
p4412XA	NPC LIAISON/ADMIN OFF/WEBMASTER	882-2936
p4412XC	MANAGEMENT ANALYST	882-4610
p4412Y	ADMINISTRATIVE/PLACEMENT ASSISTANT	882-4625
p4412YA	ASSISTANT ADMIN OFFICER	
N131S	DIRECTOR, OFFICER PLANS DIV	882-4623
p211S1	VAHD, MANPOWER PLN/RQMTS BR	882-4273
p4412T/p211S3	MANPOWER REQMENTS/PROJECTS OFFICER	882-2914
p4413	CEC ASSIGNMENT/PLACEMENT BR FAX NO.	882-2681
p4413	HEAD, CEC ASSIGNMENT/PLACEMENT BR	882-3997
p4413A	ASST/CEC ASSIGN (LCDR)	882-4030
p4413B	BILLETS/NAVFAC PLACEMENT	882-3998
p4413C	CEC ASSIGN (LTJG/ENS)	882-4033
p4413D	CEC PLANS AND INPUTS	882-4034
p4413E	CEC ASSIGN (LT/CWO)	882-4035
p4413F	ASSISTANT ACCESSIONS OFFICER	882-4036
p4413R	CEC RESERVE PROGRAM	882-4036
p4413S	CEC MANAGEMENT ANALYST	882-4031
p4413S1	MILPERS STAFFING TECHNICIAN	882-4032
p4414	CHAPLAIN ASSIGNMENT/PLACEMENT BR FAX NO.	882-2755
p4414	HEAD, CHAPLAIN ASSIGN/PLACEMENT BR	882-4092
p4414A	ASSIST HEAD, CHAPLAIN ASSIGN/PLACE	882-3995
p4414S	CHAPLAIN ORDER WRITER	882-3996
p4415	MEDICAL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2680
p4415	HEAD, MEDICAL ASSIGN/PLACEMENT BR	882-4096
p4415A	ASSIST BRANCH HEAD	882-4053
p4415A1	MILPERS STAFF TECHNICIAN	882-4097
p4415A2	LEADING CHIEF PETTY OFFICER	882-4893
p4415B	HEAD, MEDICAL PLACEMENT	882-4464
p4415D	MEDICAL PLACEMENT, WEST COAST	882-4464

p4415C	HO/HSL/CRUITCOM PLACEMENT	882-4112
p4415D	OVERSEAS OPS AND USMC	882-4464
p4415E	MEDICAL STAFF CORPS TRAINING	882-4114
p4415F	MEDICAL PLACEMENT, EAST COAST	882-4114
p4415G	HEAD, DENTAL CORPS ASSIGNMENT	882-4043
p4415H	DENTAL CORPS ASSIGNMENT	882-4043
p4415H2	DC ORDER WRITER/ADMINISTRATION	882-4043
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p4415IA	MSC/HCA JO ASSIGNMENT	882-4050
p4415J	HEAD, MSC/HCS ASSIGNMENT	882-3756
p4415J1	MSC/HCA OP SCI ASSIGNMENT	882-4115
p4415M2A	HCA/MS ORDERWRITER/ADMINISTRATION	882-4052
p4415J2	MSC ASSIGNMENT OFFICER	882-4051
p4415K	HEAD, NURSE CORPS ASSIGNMENT	882-4038
p4415KB1	NC ORDERWRITER/ADMINISTRATION	882-4116
p4415L	NC WEST COAST ASSIGN	882-4042
p4415M	HEAD, MC SURG SPEC ASSIGNMENT	882-4094
p4415MA	MC ADMINISTRATIVE ASSISTANT	882-4121
p4415M2	MILPERS STAFF TECHNICIAN	882-4052
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p4421A	Junior Human Resources Detailer	882-4054
p4421B	Human Resources Assistant	882-4054



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